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ABSTRACT

Projects funded by the Office of Research and Development (ORD) of the Employment and Training Administration are summarized in this document. It includes all projects active on September 30, 1980, and all those completed between October 11, 1977, and September 30, 1980. The projects and publications presented in chapters 1-4 are grouped by subject matter. The four subject areas and subareas are Program Planning and Administration (Comprehensive Employment and Training Act Agency Planning, Labor Market and Other Information Systems, Agency Capabilities, Research and Development Evaluation and Planning); Programs and Techniques (Education, Public Employment Programs, Supported Employment, Training and Apprenticeship, Upgrading and Job Restructuring, Welfare Recipient Programs, Worker Assessment and Orientation, Other Supportive Services for Workers and Trainees, Programs for Other Unemployed); the Labor Market (Labor Force, Labor Market, Labor Demand--General; Labor Force, Labor Market--Specific Sectors and Cohorts; Employer Practices; Worker Attitudes); and Economic and Social Policies. Institutional, doctoral dissertation, and small research project grants are listed separately in chapter 5. Projects supervised by the Department of Labor's Bureau of International Labor Affairs are presented in chapter 6. (Earlier editions are also available through ERIC--see note.) (MN)

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ED198387

# Research and Development Projects

U.S. Department of Labor
Ray Marshall, Secretary

Employment and Training Administration
Ernest G. Green
Assistant Secretary for Employment and Training

1980 Edition

CE 028 120

U S DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

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# INTRODUCTION

The tenth annual edition of *Research and Development Projects* [1] summarizes the projects funded by the Office of Research and Development (ORD) of the Employment and Training Administration. It includes all projects active on September 30, 1980, and all those completed between October 1, 1977 and September 30, 1980. Summaries are provided only for those projects which were still in progress on September 30, 1980, and for those which were completed between October 1, 1979 and September 30, 1980. In addition, it lists reports and other significant publications funded by ORD which were received during the previous 2 fiscal years.

The book is published under the authority of the Comprehensive Employment and Training Act (CETA) of 1973, as amended. Under CETA, program funds are distributed to "prime sponsors," primarily local governments or States acting for less populous jurisdictions, to plan and administer programs tailored to the specific needs and circumstances of their own unemployed and underemployed residents. Among the activities specified in CETA are the responsibilities, assigned to the Federal Government, to conduct "a comprehensive program of manpower research" and "a program of experimental, developmental, demonstration, and pilot projects... for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems."

The Office of Research and Development intends to make the contents of this book as accessible as possible. Accordingly, the book includes a set of "descriptors" with each entry. These are indexing terms, whose purpose is to give the reader a quick summary of the subjects about which information may be found in the project or publication. The descriptors are also used to construct the subject matter index.

The projects and publications presented in chapters 1 through 4 are grouped by subject matter. However, institutional, doctoral dissertation, and small research project grants are listed separately in chapter 5. This arrangement underlines the fact that they represent a separate special program whose major focus is on developing knowledge among researchers and academicians, encouraging academic institutions to provide training for program staffs, and strengthening the research community from which the Employment and Training Administration draws information for policy planning. Projects supervised by the Department of Labor's Bureau of International Labor Affairs are shown in chapter 6.

Comments from readers and suggestions for improvements will be welcome; they should be addressed to the Employment and Training Administration, Office of Research and Development, Washington, D.C. 20213.

For persons who are interested in submitting proposals for research and development projects, the appendix contains guidelines for submission of proposals (no application form is needed) and the statutory language that outlines the goals and the functions of the research and development program. Those who wish to submit proposals are urged to study the appendix thoroughly before doing so.

This book was compiled by Phyllis S. Dacus and Patricia M. Selph of Akipan Associates, Inc. under contract 20-51-77-19. Saul Parker served as the Department of Labor project officer.

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[1] Formerly *Manpower Research and Development Projects*. On Nov. 12, 1975, the Secretary of Labor changed the Manpower Administration's agency designation to the Employment and Training Administration. Program activities and responsibilities were not affected by the change.

## HOW TO USE THIS BOOK*

**Organization.** As you can see from the Table of Contents, this book is organized into six chapters. Each chapter represents a broad subject category and is subdivided into more narrowly defined subject areas. Under each subject heading appear entries which describe research and development projects which are ongoing or recently completed in that subject. Entries are assigned two-part location numbers which indicate the chapter and order of their position in the book. The first part of the location number, a one digit number, indicates the chapter in which the entry appears. The second part of the location number, a three digit number, indicates the order in which an entry appears within a chapter. For example, the entry numbered 4–013 appears in Chapter Four, "Economic and Social Policies," and is the thirteenth item in that chapter. Please note that location numbers are revised with the publication of each new edition of the Projects book.

**Use.** The Projects book can be used in several ways:

- If you are interested in locating a particular project, you can do so by turning to the appropriate index for the contract or grant number assigned to the project (Index A), the name of the contractor or grantee organization conducting the project (Index B), or the name of the principal investigator(s) (Index C). Each index will refer you to the two-part location number of the project entry.
- If you are interested in a specific area of research, you can find entries covering ongoing or recently completed projects in that area.

  To locate project entries in a particular subject, use either the Table of Contents or Index D, "Index to Research Subjects." The Index lists short titles for projects and reports under subject descriptors. First find the appropriate descriptor (index term); then find the project or report title that interests you; then locate the entry for that title by referring to the two-part location number given.
- If you have found a project entry that interests you and you want to locate entries for other projects in related fields, you can do so by using the project or report descriptors.

  The descriptors, located directly below the project status indication or report publication date in each entry, are indexing terms designed to offer an overview of material covered by the project or report. If you look up a descriptor in Index D, you will be directed to other projects carrying that descriptor. For example, if you are interested in a project whose list of descriptors includes the term "Work Attitudes," and you wish to find other projects or reports that deal with this subject, consult Index D. Under "Work Attitudes" in the index, you will find a list of short project and report titles directing you to other entries carrying this same descriptor.

*Prepared by Dr. Naomi Leventhal of the National Policy Institute, Inc.

**What's in an Entry.** When you turn to a project entry, you will find a great deal of information. The sample entries below, taken from the 1979 Projects book, illustrate the arrangement of that information.

entry location number → **3-124** WORK ATTITUDES AND LABOR MARKET EXPERIENCE: A LONGITUDINAL STUDY OF FOUR SEX-AGE COHORTS ← project title

grantee organization → *TEMPLE UNIVERSITY*
*PHILADELPHIA, PA.*

*Grant 21-42-75-06* ← grant number [1]

project status → *Project completed fiscal year 1977*

WORK ATTITUDES AND LABOR MARKET EXPERIENCE: EVIDENCE FROM THE NATIONAL LONGITUDINAL SURVEYS ← project report title [2]

*Paul J. Andrisani, Eileen Appelbaum, Ross Koppel, and Robert C. Miljus* ← report authors

report publication date → *May 1977*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; WORK ATTITUDES; JOB SATISFACTION; WORK ETHIC; MOTIVATION; MEANING OF WORK ← report descriptors [3]

publication availability [4] → NTIS PB270388/AS
ETA R&D MONOGRAPH NO. 60
Praeger Publishers, Inc., New York, N.Y.

[1] Grant Number: When searching for a grant or contract number in the index, ignore the second part of the number and look for the first, third, and fourth parts arranged in numeric order.

[2] Project Report Title: Note that the report title is not always identical with the project title. Also, an individual project may result in more than one report being issued. You can expedite information requests by asking for the exact title of the particular report you desire.

[3] Report Descriptors: These index terms offer a guide to the subject matter contained in the report. If a project is still in progress or has been completed within the last year, a list of project descriptors is followed by a brief summary of the project's goals and procedures. Each descriptor appears as an index term in Index D.

[4] Availability: A publication may be available from several different sources. This publication may be obtained from three sources, only one of which distributes copies at no cost. Copies may be obtained at cost from the National Technical Information Service (use the NTIS number to request price information and place orders) or from Praeger Publishers (use title, author, and date to request price information and place orders). Copies may be obtained at no cost (while they are available) from the Employment and Training Administration. Consult "Sources of Reports" for further information on where to address report requests.

entry location number → **2-083** ASSESSMENT TECHNIQUES FOR DISADVANTAGED IN MANPOWER AGENCIES: A STATE-OF-THE-ART REVIEW ← project title

*EDWARD GLASER AND ASSOCIATES*
*LOS ANGELES, CALIF.* ← contractor

principal investigator → *Dr. Thomas Backer*

*Contract 20-06-78-44* ← contract number

project status → *Project completed fiscal year 1979*

*Descriptors:* DISADVANTAGED; STATE-OF-THE-ART PAPERS; ASSESSMENT AND EVALUATION; CALIFORNIA ← project descriptors

project abstract [1] → This project developed a state-of-the-art monograph on methods of assessing disadvantaged clients in employment and training programs. The monograph includes information on recent developments in the general field of psychometics, and specifically in assessment and reflects changes in the employment and training delivery system. It contains a catalog of potentially useful assessment tools and a discussion of relevant issues and suggested strategies.

project report title → CLIENT ASSESSMENT: A MANUAL FOR EMPLOYMENT AND TRAINING AGENCIES

*Dr. Thomas Backer* ← report author

report publication date → *September 1979*

*Report Descriptors:* DISADVANTAGED; STATE-OF-THE-ART PAPERS; ASSESSMENT AND EVALUATION; PRIME SPONSORS (CETA); HANDBOOKS ← report descriptors [2]

publication availability [3] → NTIS PB300452/AS

[1] Project Abstract: The abstract is intended to provide a guide to the project's goals and procedures, and, in the case of a completed project, to its results.

[2] Report Descriptors: These descriptors are not always identical with the project descriptors.

[3] Publication Availability: Note that this publication is available only from the National Technical Information Service.

entry location number [1] → **5-027*** AN ANALYSIS OF THE DETERMINANTS OF THE LABOR FORCE MOBILITY OF FEMALES ← project title

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.* ← grantee organization

principal investigator → *Pamela J. Heath, Doctoral Candidate*

*Grant 91-55-73-24* ← grant number

project status [2] → *Project still in progress*

*Descriptors:* ATTITUDES; LABOR MARKET BEHAVIOR; CHILD DAY CARE; LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; FAMILIES; WOMEN, LABOR MOBILITY ← project descriptors

project abstract →

This research is investigating the relative strengths of economic, demographic, and attitudinal influences on the labor market decisions of women. The investigator is analyzing variations in family financial position, family structure and composition, costs of child care, and the individual's education and training, health, race, and work attitudes.

The analysis uses data from a longitudinal survey of labor force behavior.

[1] Entry Location Number: The asterisk indicates that the project has not been completed and that no report has been issued.

[2] Project Status: Because this project is a dissertation that has not yet been completed, no report has been issued. Some projects, however, do issue reports while they are in progress. When a report has been issued for an ongoing project, information on report title, author(s), descriptors, and availability is shown.

## SOURCES OF REPORTS ON RESEARCH AND DEVELOPMENT PROJECTS

## PLEASE READ CAREFULLY TO AVOID UNNECESSARY DELAYS IN OBTAINING REPORTS

This book lists projects completed during the period October 1977 through September 1980. The supply of reports on these projects permits free distribution through the Employment and Training Administration only on a very limited basis. Accordingly, arrangements have been made for sale of the reports through two federally operated information storage and retrieval systems. The key to the abbreviations used in this volume and instructions for obtaining copies of the publications are as follows:

NTIS—National Technical Information Service. Copies are available in paper or in microfiche. Query NTIS directly for ordering information. National Technical Information Service, Operations Division, Springfield, Va. 22151. Telephone: 703/487-4650.

GPO—Government Printing Office. Inquire directly for price. Send order with required remittance to Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

ETA—Employment and Training Administration. Single copies free upon request to U.S. Department of Labor, Employment and Training Administration, Office of Research and Development, Washington, D.C. 20213, as long as they are available.

ERIC—Educational Resource Information Center. Copies are available in paper or in microfiche. Address requests directly to ERIC Document Reproduction Service (EDRS), Post Office Box 190, Arlington, Va. 22210. Telephone: 703/841-1212.

Other sources are indicated for a few publications. Order from the specified source or, for books, from bookstores.

Libraries of all major universities and colleges throughout the United States now have copies of "Guides to The National Longitudinal Surveys of Labor Force Behavior and Work Attitudes." The guides provide a detailed introduction to the mass of data produced by the National Longitudinal Survey directed by Professor Herbert S. Parnes of the Center for Human Resource Research of The Ohio State University. The guides are designed for the use of scholars and researchers and contain explanations of the methodology and content of the data tapes, alphabetic indexes to all of the variables available on tapes, copies of all survey questionnaires, and information needed for ordering the tapes. Scholars interested in using the NLS data should get in touch with their institution's libraries.

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# 1. PROGRAM PLANNING AND ADMINISTRATION

## 1A. COMPREHENSIVE EMPLOYMENT & TRAINING ACT AGENCY PLANNING

### 1-001 Assessment of the Comprehensive Employment and Training Act

*NATIONAL ACADEMY OF SCIENCES*
*WASHINGTON, D.C.*

*Grant 21-11-77-07*
*Project completed fiscal year 1978*

THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT: THE EARLY YEARS

*William Mirengoff and Lester Rindler*
*March 1978*

*Report Descriptors:* CETA PROGRAMS; PRIME SPONSORS (CETA); ASSESSMENT AND EVALUATION
Available from: National Academy of Sciences, 2101 Constitution Avenue, N.W., Washington, D.C. 20418.

CETA: MANPOWER PROGRAMS UNDER LOCAL CONTROL
*December 1978*

NTIS PB290167/AS

### 1-002* CETA Services to Special Consideration Target Groups

*SYSTEMS IN EDUCATION AND TRAINING, INC.*
*MIAMI, FLA.*

*Kathy Duggan*

*Contract 20-13-80-54*
*Project still in progress*

*Descriptors:* CETA PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT

This study will assess exemplary experiences of selected prime sponsors in serving the special consideration target groups that can be used as models for replication in other jurisdictions. A sample of 30 prime sponsors will be selected for indepth study, with particular attention given to those programs having high placement rates for women and minorities in skilled occupations. The extent to which program components have been developed to meet the special needs of these groups will be determined, and efforts that have facilitated placement, training, outreach, and intake procedures will be identified and analyzed.

### 1-003* Drug-CETA Linkages Project

*MDC, INC.*
*CHAPEL HILL, N.C.*

*Marilyn Sandorf*

*Contract 20-37-80-31*
*Project still in progress*

*Descriptors:* COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); DRUG USERS; PRIME SPONSORS (CETA)

The Office of Policy, Evaluation and Research of the Employment and Training Administration (ETA), is sponsoring a 9-month demonstration project to coordinate, strengthen, and expand ongoing employment and training services with drug abuse treatment services in local communities. MDC, Inc., will conduct this project in three prime sponsor jurisdictions, to be selected by ETA. The National Institute on Drug Abuse of the Department of Health and Human Services will assist in identifying appropriate local drug abuse treatment programs.

In each city the prime sponsor and the drug treatment programs will establish an interagency work group to develop a local coordination and referral plan. The plan will contain a description of the methods for coordination between prime sponsors and local drug treatment programs and a description of procedures used to insure the referral, counseling, and registration of eligible ex-substance abusers for participation in appropriate employment and training programs provided under the Comprehensive Employment and Training Act (CETA). The prime sponsor and drug treatment programs will identify coordination problems, barriers, and solutions for overcoming them. Time permitting, the prime sponsor and drug treatment programs will implement the coordination plan and assess its effectiveness.

The prime sponsor and the drug treatment programs will be assisted in this effort by MDC, Inc. MDC will provide technical assistance through a locally based coordinator who will work with local agencies to develop the plan. This individual will staff the local work group and call upon MDC, Inc. for assistance as needed. MDC will document the development of local coordination and referral plans, summarize the problems and barriers identified by the local programs, and develop guidelines for replication in other sites.

### 1-004* Guidebook for CETA and Economic Development Coordination in Urban Areas

*NATIONAL COUNCIL ON URBAN ECONOMIC DEVELOPMENT*
*WASHINGTON, D.C.*

*Joseph V. Fischer*

*Grant 21-11-80-07*
*Project still in progress*

*Descriptors:* ECONOMIC DEVELOPMENT; URBAN AREAS; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); JOB CREATION; PRIVATE SECTOR INITIATIVES PROGRAM (PSIP); MODELS

Under this project the National Council for Urban Economic Development (CUED) will research and analyze the state-of-the-art of coordination among employment and training and economic development efforts in urban areas. This project is expected to further the ability of the Private Sector Initiative Program (PSIP) to

*Ongoing project—final report not yet available.

deliver technical assistance and training to CETA prime sponsors.

Information will be gathered through a review of current literature and consultation with agencies and organizations involved in economic development and employment and training. An extensive telephone survey will be conducted to determine the nature and scope of interrelated activities. From this survey a sample of 10 to 15 local urban sites will be selected for indepth on-site case study.

A handbook to be prepared will describe the philosophical and theoretical backgrounds of economic development and employment and training programs; explain how the programs are administered, including sources of funding; identify historical barriers to coordination and recent changes that encourage cooperative efforts; and identify the options available for linking economic and employment and training development programs.

### 1-005 Involving Private Employers in CETA Programs: A Case Study

*THE CONFERENCE BOARD*
*NEW YORK, N.Y.*

*Grant 21-36-77-08*
*Project completed fiscal year 1979*

*Leonard A. Lecht and Marc A. Matland*
*June 1979*

*Report Descriptors:* CETA PROGRAMS; PRIVATE INDUSTRY; PRIME SPONSORS (CETA)

NTIS PB297720/AS
ETA R&D MONOGRAPH NO. 75

### 1-006* Multiproject Demonstration of Manpower Development

*NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION*
*CHAPEL HILL, N.C.*

*George B. Autry*

*Contract 82-37-71-47*
*Project still in progress*

*Descriptors:* STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); DECATEGORIZATION; REVENUE SHARING; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); NORTH CAROLINA

This project is developing and assessing the means by which a State can improve its planning and delivery of employment and training services. Activities focus primarily on: (1) The planning process and problems encountered in operating CETA programs and (2) the potential of a model as a monitoring and research assistance tool for the region. Working with North Carolina's State planning officials and the staffs of the employment service, the U.S. Department of Labor, region IV, and selected local jurisdictions, North Carolina Manpower Development Corporation (NCMDC) is providing both local and regional assistance and feedback to State and local agencies and to regional and national Employment and Training Administration offices. Additionally, NCMDC is preparing detailed case studies of the processes utilized by local jurisdictions in shifting from categorical programing to locally planned comprehensive programs.

#### ALLOCATING MANPOWER FUNDS WITHIN A STATE
*May 1973*

*Report Descriptors:* REVENUE SHARING; STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); SERVICE DELIVERY SYSTEMS; DECATEGORIZATION; NORTH CAROLINA

#### STATE AND LOCAL MANPOWER PLANNING UNDER ADMINISTRATIVE REVENUE SHARING
*June 1974*

*Report Descriptors:* COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); DECATEGORIZATION; SERVICE DELIVERY SYSTEMS; REVENUE SHARING ETA

#### CETA PRIME SPONSORSHIP IN NORTH CAROLINA
*March 1974*

*Report Descriptors:* CATEGORICAL EMPLOYMENT AND TRAINING PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; LABOR SUPPLY PROJECTIONS; NORTH CAROLINA

#### FINAL REPORT ON THE EMERGENCY EMPLOYMENT ACT OF 1971
*November 1972*

*Report Descriptors:* PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971)

#### AN OVERVIEW OF THE MANAGEMENT AWARENESS PROGRAM
*August 1973*

*Report Descriptors:* COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; CATEGORICAL EMPLOYMENT AND TRAINING PROGRAMS

NTIS PB222916/AS
ERIC ed 079612.

#### MANAGEMENT AWARENESS PROGRAM INSTRUCTOR'S MANUAL
*September 1973*

*Report Descriptors:* ATTITUDES; INSTRUCTORS; MANAGEMENT TRAINING; WORKER UTILIZATION; MOTIVATION; BLACKS; PERSONNEL ADMINISTRATION; ENTRY-LEVEL EMPLOYEE PROBLEMS; SUPERVISION; INSTRUCTIONAL MATERIALS

NTIS PB223947/AS

#### CETA TITLE VI PROJECT DESCRIPTION REPORTS
*June 1977*

*Report Descriptors:* CETA PROGRAMS; CETA SERVICES AND PLANNING; PUBLIC EMPLOYMENT PROGRAMS; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES

NTIS PB268561/AS
Also available from: Office of Community Employment Programs, 601 D St., N.W., Rm. 5328, Washington, D.C. 20213.

### THE UTILIZATION AND EFFECTIVENESS OF CETA TITLE I SPECIAL GRANTS TO GOVERNORS

*Edward Dement and George B. Autry*
*April 1977*

*Report Descriptors:* STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); REVENUE SHARING; VOCATIONAL EDUCATION

NTIS PB268230/AS

### 1-007* PLANNING AND IMPLEMENTATION OF PSE TITLE VI EXPANSION PROJECTS

*MDC, INC.*
*CHAPEL HILL, N.C.*

*George B. Autry and R. C. Smith*

*Contract 21-37-77-38*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; PRIME SPONSORS (CETA)

Under the Emergency Jobs Program Extension Act of 1976, CETA prime sponsors were required to develop public service employment projects utilizing low-income, long-term unemployed workers and AFDC recipients. The primary objective of this study is to identify structural and operational problems encountered in program design and implementation, as well as to provide information needed to refine procedural and operational guidelines. Specifically, the study is assessing: (1) The experiences of prime sponsors in expanding title VI programs, with emphasis upon factors influencing their response in a new national program initiative; (2) the extent to which the fiscal 1977 expansion met national policy objectives; and (3) the extent to which selected exemplary projects met their dual objectives of creating jobs and supplying needed community services.

### 1-008* SMALL AND MINORITY BUSINESS INVOLVEMENT IN PSIP

*THE OMEGA GROUP, INC.*
*WASHINGTON, D.C.*

*Benjamin Drew*

*Contract 20-11-80-18*
*Project still in progress*

*Descriptors:* CETA PROGRAMS; PRIVATE INDUSTRY

This study is analyzing the participation of small and minority business firms in the Private Sector Inititatives Program. Ten case studies will be conducted to determine the extent to which these firms are active in Private Industry Councils. The project will also assess prime sponsors' use of these firms to deliver program services.

### 1-009* A STUDY OF INNOVATIVE APPROACHES TO RURAL JOB CREATION

*CSR, INC.*
*ARLINGTON, VA.*

*A. Lee Bruno and L. M. Wright, Jr.*

*Contract 20-51-79-12*
*Project still in progress*

*Descriptors:* COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); RURAL AREAS; JOB CREATION; ECONOMIC DEVELOPMENT; JOB DEVELOPMENT; JOB PLACEMENT; MODELS

This project studied examples of how Comprehensive Employment and Training Act (CETA) programs operating in rural areas have cooperated with economic development efforts to create self-sustaining jobs that contribute to durable economic growth. It is based on the idea that CETA programing may have to be adapted to meet the special needs and limitations of rural areas. The project sought to learn whether links with economic development activities enable CETA program operators to increase the impact of their training expenditures and the effectiveness of their job development and placement functions.

The researchers made an extensive literature review and synthesis, concentrating on processes that generate rural employment and factors that affect the relationship between job creation and economic development. They then conducted indepth case studies of 20 local programs in 13 States where CETA and economic development projects were successfully meshed.

The researchers found that in most cases an acute need for local jobs was the primary motivator behind CETA's involvement in economic development. In the sites studied, 7,000 jobs were created for CETA clients at modest cost to the program itself. Four types of CETA/economic development linkages models were identified: (1) Income Generation; (2) Infrastructure Development; (3) Promotion; and (4) Economic Development Intermediary. Each model has a distinct purpose, pattern of agency linkages, source of capital used, and set of problems related to its implementation.

The study report is in two volumes. The first contains a review of the literature, a summary of what has been learned from the 20 sites, and advice for CETA program operators who may elect to duplicate such efforts. The second volume contains the detailed case studies themselves. Under a contract modification, the researchers are currently preparing a group of technical assistance and training materials for CETA staff, including a resource packet, trainer's manual, curriculum guide and a condensed version of the case studies. These materials are

*Ongoing project—final report not yet available.

expected to be completed in March, 1981, when a small number of pilot training sessions will be scheduled.

RURAL JOB CREATION—A STUDY OF CETA LINKAGE WITH ECONOMIC DEVELOPMENT

VOL. I
*March 1980*

NTIS PB80-196678/AS (BOTH VOLUMES)
ETA COPIES LIMITED

VOL. II
*March 1980*

NTIS
ETA COPIES LIMITED

**1-010* STUDY OF THE CETA PLACEMENT SYSTEM**

*ANALYTIC SYSTEMS INC.*
*VIENNA, VA.*

*Charles L. Meike*

*Contract 20-51-80-35*
*Project still in progress*

*Descriptors:* COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); JOB DEVELOPMENT; JOB PLACEMENT; MANAGEMENT INFORMATION SYSTEMS

This project proposes to identify local Comprehensive Employment and Training Act (CETA) prime sponsors with high performance placements systems and to determine what their successful techniques are. If such techniques can be documented, they should be transferrable to other sponsors to help them to achieve more placement success.

Initially, the contractor will develop a paper on placement system research issues to guide design of subsequent data collection. Data on CETA management information system placement performance will be reviewed for all prime sponsors to identify those with superior placement performance. About 25 local CETA programs so identified will be closely studied onsite to determine what factors contribute to above average placement rates. The contractor will then prepare case study reports and a technical assistance guide on successful CETA placement systems.

**1-011* SURVEY OF EXEMPLARY CETA TRAINING PROGRAMS**

*CSR, INC.*
*WASHINGTON, D.C.*

*A. Lee Bruno*

*Contract 20-11-80-06*
*Project still in progress*

*Descriptors:* TRAINING EFFECTIVENESS AND IMPACT; TRAINING PRACTICES; CETA PROGRAMS

The project will assess exemplary prime sponsor training programs that can be used as models for replication, and as technical assistance guides. Case studies will be conducted in 25 prime sponsorships offering a variety of exemplary training programs.

**1-012* SURVEY OF LOCAL PRIME SPONSOR MANAGEMENT SYSTEMS**

*ANALYSIS GROUP, INC.*
*WASHINGTON, D.C.*

*Rupert B. Ambrose*

*Contract 20-11-80-05*
*Project still in progress*

*Descriptors:* MANAGEMENT EFFECTIVENESS; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; CETA PROGRAMS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT

This project has these objectives: (1) To analyze the extent and utilization of successful management practices by prime sponsors; and (2) to document and analyze selected prime sponsor use of successful management systems with the aim of preparing case studies of successful operators to serve as a guide for other prime sponsors.

The project will explore local prime sponsor management systems in a structured, uniform fashion, to identify factors that contribute to and affect good performance and accountability based on current experience. There has not been such a study to date. Materials developed under this study will be designed to encourage changes in local prime sponsor management systems where appropriate.

**1-013 THE TRANSITION TO CETA IN OHIO: AN ANALYSIS OF IMPLEMENTATION (PHASE I), MAXIMIZING CETA GOAL ACHIEVEMENT THROUGH PRIME SPONSOR MANAGEMENT SYSTEMS (PHASE II), AND AREAWIDE PLANNING IN CETA (PHASE III)**

*THE OHIO STATE UNIVERSITY*
*COLUMBUS, OHIO*

*Grant 21-39-75-10*
*Project completed fiscal year 1979*

THE IMPLEMENTATION OF CETA IN OHIO

*Dr. Randall Ripley and others*
*September 1976*

*Report Descriptors:* ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; OHIO

NTIS PB266369/AS
ETA R&D MONOGRAPH NO. 44

CETA PRIME SPONSOR MANAGEMENT DECISIONS AND PROGRAM GOAL ACHIEVEMENT
*September 1976*

NTIS PB266369/AS
ETA R&D MONOGRAPH NO. 56

AREAWIDE PLANNING IN CETA
*February 1979*

*Report Descriptors:* MANAGEMENT EFFECTIVENESS; PROGRAM DESIGN; PRIME SPONSORS (CETA)

NTIS PB293302/AS
ETA R&D MONOGRAPH NO. 74

### 1-014 VALIDATION OF PRIME SPONSORS' GRANT AGREEMENT NARRATIVES AND BASE DATA USED

*ASSOCIATE CONSULTANTS, INC.*
*WASHINGTON, D.C.*

*Lawrence Landry*

*Contract 20-11-79-59*
*Project completed fiscal year 1980*

*Descriptors:* PRIME SPONSORS (CETA); COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING

The project assessed the nature and validity of data used by prime sponsors in the narrative portion of their grant applications for CETA funds. In particular, the project sought to determine how data were used by prime sponsors to assure responsiveness of their programs to local needs.

In most of the 15 sites studied, prime sponsors used data from sources that were not current or were inadequate for employment and training planning and decisionmaking purposes. Prime sponsors tended to use outdated U.S. Census data and State Employment Service statistics. Often, these sources were used without verification, projection, or analysis. Although adequate data sources are available, limitations of prime sponsors' staff expertise and/or staff time prevent effective use of such data.

Most prime sponsors in the sample used internally generated information—client intake and service deliverers performance data. Although prime sponsors' planning councils help insure wider community coverage, the council members tend to provide first-hand and informal data and nonquantified observations.
*November 1979*

NTIS
ETA

## 1B. LABOR MARKET AND OTHER INFORMATION SYSTEMS

### 1-015* COMMITTEE ON OCCUPATIONAL CLASSIFICATION AND ANALYSIS

*NATIONAL ACADEMY OF SCIENCES*
*WASHINGTON, D.C.*

*Dr. Donald J. Treiman*

*Grant 21-11-77-35*
*Project still in progress*

*Descriptors:* OCCUPATIONAL CLASSIFICATION; JOB ANALYSIS; EMPLOYMENT SERVICE MANAGEMENT; PUBLIC EMPLOYMENT SERVICE; OCCUPATIONAL INFORMATION, JOB MATCHING; LABOR MARKET INFORMATION

The grantee assembled a 14-member interdisciplinary committee of experts and supporting staff responsible for a major independent assessment of the long-range need for and utility of the *Dictionary of Occupational Titles* and other activities of the Occupational Analysis (OA) Program of the public employment service. The committee conducted an extensive user survey, conducted site visits to the OA Field Centers, and developed recommendations concerning the future role and operational implementation of the Occupational Analysis Program, including a description of needed products. The report is currently in preparation.

### 1-016 DEMONSTRATION PROGRAM ON THE CAREER INFORMATION SYSTEM

*AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION*
*WASHINGTON, D.C.*

*Contract 21-11-76-08*
*Project completed fiscal year 1978*

### 1-017* DEMONSTRATION PROJECT FOR WORK ON A SCIENCE AND ENGINEERING NEWSLETTER FOR BLACK STUDENTS IN GRADES 4 THROUGH 8

*NATIONAL CONSORTIUM FOR BLACK PROFESSIONAL DEVELOPMENT*
*LOUISVILLE, KY.*

*Dr. Hanford D. Stafford*

*Grant 21-21-78-27*
*Project still in progress*

*Descriptors:* YOUTH; SCIENTISTS; ENGINEERS; STUDENTS; LABOR MARKET INFORMATION; CAREER EXPLORATION

The objective of this project is to improve the *Quarterly Science and Engineering Newsletter*, a publication for black students in grades 4 through 8. The purpose of the

*Ongoing project—final report not yet available.

*Newsletter* is to interest minority youth in the sciences and engineering. The project aims at increasing circulation to school districts enrolling large numbers of black elementary and junior high school youth. It is working to improve the *Newsletter* by adding material to familiarize black students with careers in the sciences, provide role models for the youth, encourage their curiosity, and establish an "open line" of contact with them.

### 1-018 Determining the Management Information Needs of the U.S. Employment Service

*MACRO SYSTEMS, INC.*
*SILVER SPRING, MD.*

*Contract 20-24-76-69*
*Project completed fiscal year 1978*

VOL. I: ASSESSMENT AND FINDINGS—FINAL REPORT

*John M. Greco, Macro Systems, Inc. and Dr. Charles K. Fairchild, Abt Associates, Inc.*
*April 1978*

*Report Descriptors:* PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT SERVICE MANAGEMENT; INFORMATION SYSTEMS

NTIS PB285176/AS

VOL. II: APPENDICES
*April 1978*

### 1-019* The Development and Assessment of an Experimental Full-Time Employment Service for Agricultural Economists

*AMERICAN AGRICULTURAL ECONOMICS ASSOCIATION*
*LEXINGTON, KY.*

*Dr. Loys L. Mather, Department of Agricultural Economics, University of Kentucky*

*Grant 21-21-73-42*
*Project still in progress*

*Descriptors:* AGRICULTURAL ECONOMISTS; JOB MATCHING; COMPUTER SYSTEMS

The project is trying to improve access to the job market for agricultural economists and employers. To do so it is providing potential employers with profiles that show the characteristics and specialties of individuals selected from the entire membership of the American Agricultural Economics Association. Through a computerized job matching system, agricultural economists, both new entrants and those with experience, will be exposed to a much larger job market than was previously available to them.

The project, a joint venture of the American Agricultural Economics Association (AAEA) and the Illinois Bureau of Employment Security, was divided into three phases—development, implementation, and operation and assessment. The initial phase, involved development, testing, and implementation of computer programs necessary for a job matching employment service. Agricultural economists and employers of agricultural economists were informed of the nature of the new service, which is to include profiles of all members of the AAEA. The model, now in operation, provides information on the characteristics of all applicants and job-matching services. It is being operated by the Illinois Bureau of Employment Security. Efforts will be made to calculate operating costs per placement and analyze the ability of the system to serve fully employers and agricultural economists.

### 1-020 Development of a Model System of Manpower and Economic Indicators and Forecasts for Urban Labor Market Areas

*MAYOR'S COUNCIL OF MANPOWER AND ECONOMIC ADVISORS*
*CHICAGO, ILL.*

*Grant 21-17-73-48*
*Project completed fiscal year 1978*

*Samuel C. Bernstein*
*July 1977*

*Report Descriptors:* ECONOMIC FORECASTING; ECONOMIC INDICATORS; LABOR SUPPLY PROJECTIONS; MODELS; URBAN AREAS

NTIS PB284217/AS

### 1-021* Experimental Research Design, Assessment, and Followup on the Labor Market Information and Job Search Skills Program

*TEMPLE UNIVERSITY*
*PHILADELPHIA, PA.*

*Dr. Richard D. Leone*

*Grant 21-42-79-07*
*Project still in progress*

*Descriptors:* YOUTH; MINORITIES; LABOR MARKET INFORMATION; COUNSELING AND GUIDANCE; EDUCATION; TRANSITION FROM SCHOOL TO WORK

The Center for Labor and Human Resource Studies at Temple University is providing technical assistance and advice to the Labor Market Information and Job Search Skills Program (contract 20-42-78-53).

The center has major responsibilities for research methodology and design, design and development of questionnaires, and statistical analysis and interpretation. The research will include such tasks as constructing hypotheses, identifying data elements and appropriate statistical techniques, and developing appropriate instruments. The objective is to develop a coherent and internally

consistent method of assessing the effectiveness of the demonstration program and thus its short- and long-term implications for employment and training policy.

### 1-022 A Guide for Community Leaders Facing Major Layoffs or Plant Shutdowns: Action Checklist for Community Leaders

*MANPOWER AND EDUCATION RESEARCH ASSOCIATES*
*ARLINGTON, VA.*

*Contract 20-51-79-20*
*Project completed fiscal year 1979*

*Sol Swerdloff*
*November 1979*

*Report Descriptors:* EMPLOYMENT; TRAINING; LAYOFFS; PUBLIC EMPLOYMENT SERVICE; ECONOMIC DEVELOPMENT; WORKERS' COMPENSATION

NTIS PB80-137573/AS

### 1-023* Job Search Training and Its Imact on Youth Jobseekers

*OLYMPUS RESEARCH CENTERS*
*SAN FRANCISCO, CALIF.*

*Miriam Johnson*

*Grant 21-49-80-06 (formerly 21-11-79-20)*
*Project still in progress*

*Descriptors:* JOB SEARCH TECHNIQUES; JOB SEARCH TRAINING; PUBLIC EMPLOYMENT SERVICE; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); WORK INCENTIVE (WIN) PROGRAM; YOUTH PROGRAMS

This study will investigate the extent, variety, and relative effectiveness of self-help job search programs in the public employment service, CETA, the Work Incentive (WIN) Program, and youth projects. From the knowledge gained, the investigators will devise a research-oriented demonstration of the most effective models for young jobseekers, who will participate as volunteers, without stipends. The purpose of the demonstration will be to compare its effectiveness with that of customary placement processes; to test the feasibility of introducing such a program in local delivery systems; and to obtain information about the jobseeking behavior of different youth populations. Research methods will include literature review, interviews, site visits, and data collection and analysis. In addition, the researchers will prepare materials to assist those implementing or improving job search programs for both adults and youth.

### 1-024* Labor Market Information and Job Search Skills Program

*UNIVERSAL SYSTEMS DEVELOPMENT, INC.*
*PHILADELPHIA, PA.*

*Dr. Robert Holden*

*Contract 20-42-78-53*
*Project still in progress*

*Descriptors:* YOUTH; LABOR MARKET INFORMATION; COUNSELING AND GUIDANCE; EDUCATION; TRANSITION FROM SCHOOL TO WORK; MINORITIES; PENNSYLVANIA, PHILADELPHIA

This project has developed an in-school program providing labor market information and instruction in job search skills to minority youth in an inner-city high school. The project is testing the hypothesis that supplying adequate labor market information to high school students will help them adjust to the labor market. Many analysts believe that one reason for teenagers' floundering in the labor market and consequent high rates of unemployment is that reliable labor market information is not available to them before high school graduation. This lack is especially serious for young people who do not go to college, minority group members, and disadvantaged youth.

During the initial phase, the researcher developed a specific plan for the demonstration program, consisting of a world of work curriculum, an analysis design, testing procedures, and measurements of outcomes. The project is now in operation. Its design includes experimental and control groups with similar socioeconomic and demographic characteristics. Each group consists of approximately 175 minority students in the 11th grade at a specific school. The control group members receive only those services routinely offered at their school. The researcher plans to check on members of both groups for at least 1 year after they leave the project to find out whether the youth who receive project services have more successful labor market experiences than do those in the control group.

### 1-025* A Metropolitan Area Econometric Model to Estimate Employment by Industry and Occupation and to Measure Local Impacts of Public Programs

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Eli Ginzberg and Dr. Matthew P. Drennan*

*Grant 21-36-77-17*
*Project still in progress*

*Descriptors:* LABOR FORCE PARTICIPATION; EMPLOYMENT; UNEMPLOYMENT; OCCUPATIONS; ECONOMIC ANALYSIS AND ECONOMETRICS; NEW YORK, NEW YORK

This study focuses on the development of a general econometric model linking the metropolitan economy to the national economy to facilitate the forecasting of economic activities of small areas, i.e., metropolitan areas and labor markets. Work thus far has been concentrated on developing models for the New York standard consolidated area (SCA) and the Baltimore standard metropolitan statistical area (SMSA).

*Ongoing project—final report not yet available.

The data file includes annual series, mostly for 1958 through 1976, and separate data series for the United States, the New York-New Jersey standard consolidated area, New York City, the part of the SCA outside of New York City, and the Baltimore standard metropolitan statistical area. The data base also includes time series data on the U.S. gross national product (GNP) and components, the GNP implicit price deflator and components, the national and regional consumer price indexes, some industry wholesale price indexes, interest rates, financial sector variables, measures of construction activity, and population.

The critical core of the data base consists of detailed industry employment and income figures. For New York City and its SCA, there are 54 industry employment series and for Baltimore, 30 series. The data base also includes national income and employment information for the corresponding 54 industries.

### 1-026* Models of Industry Employment Changes for Labor Market Area Classes and States

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Harvey A. Goldstein*

*Grant 21-36-80-32*
*Project still in progress*

*Descriptors:* ECONOMIC ANALYSIS AND ECONOMETRICS; ECONOMIC FORECASTING; LABOR SUPPLY PROJECTIONS; LABOR MARKET INFORMATION

This study aims to improve the adaptability and accuracy of industry employment forecasting models now widely used by State Employment Security Agencies (SESA) in conjunction with the Bureau of Labor Statistics (BLS) in the Occupational Employment Statistics (OES) program for State and labor market areas.

The research takes for its premise that the industry employment bases of different types of local labor market areas (and States) respond differentially to national business and growth cycles, to particular public policies, and to other various structural changes in the national and international economics.

Various local labor market area classification schemes will be developed and alternative forecasting methodologies will be tested to determine which forecasting techniques are most appropriate for particular labor market areas.

The final report will document the results of the classification and model specification tests, and will provide recommendations to local and State government agencies on data needs, classification methods, and forecasting model improvements for their particular labor market area.

### 1-027 Occupational Employment Projections for Labor Market Areas

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Harvey A. Goldstein and Dr. Robert Cohen*

*Grant 21-36-79-26*
*Project completed fiscal year 1980*

*Descriptors:* ECONOMIC ANALYSIS AND ECONOMETRICS; ECONOMIC FORECASTING; LABOR SUPPLY PROJECTIONS; LABOR MARKET INFORMATION

In this project, a monograph was prepared to provide local policymakers with an objective presentation of the pros and cons of local econometric forecasting models. The monograph reviews existing methods used by local areas to develop occupational forecasts, including recommended approaches of the Bureau of Labor Statistics (BLS). Costs of construction, updating, and maintenance of alternative models are described and the needs of occupational forecasters in selected local areas are examined, including areas with labor markets quite different from the national economy. Pros and cons of alternative forecasting methodologies are considered, and recommendations developed. The project was carried out in cooperation with BLS and the National Occupational Information Coordinating Committee.

*Dr. Harvey A. Goldstein*
*July 1980*
ETA R&D MONOGRAPH FORTHCOMING

### 1-028* Project STEP: Development and Testing of an In-School Preparation and Information Program Model for Hispanic Youth

*THE UNIVERSITY OF ARIZONA*
*TUCSON, ARIZ.*

*Dr. John Chilcott and Dr. Stan Paz*

*Grant 21-04-79-29*
*Project still in progress*

*Descriptors:* HISPANIC AMERICANS; YOUTH; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET INFORMATION

Project STEP (Skill Training for Employment Preparation) will develop and test a specialized curriculum and instructional program designed to improve the job search and employment experiences of targeted Hispanic American youth. The project will build on the findings of a recently completed developmental grant study (grant 21-04-77-31).

The project will involve experimental and control groups of Mexican American seniors at two Arizona high schools. It will give youth in the experimental group intensive labor market information, career guidance, and training to enhance their personal growth and world-of-work skills and develop tools and resources to assess the results.

## 1C. AGENCY CAPABILITIES

### 1-029* Analysis of the Types of Technical Assistance Required by Prime Sponsors

*CSR, INC.*
*WASHINGTON, D.C.*

*Dr. Stephen Schneider*

*Contract 20-11-80-02*
*Project still in progress*

*Descriptors:* TRAINING PROGRAM MANAGEMENT; CETA SERVICES AND PLANNING

The objective of this project is to assess prime sponsors and Employment and Training Administration (ETA) staffs' Technical Assistance and Training (TAT) requirements. The relative scope and depth of TAT needed to improve local programing will be examined. The study will also determine how best to deliver TAT and explore future TAT needs.

### 1-030* Assessing the Impact of the New Federal Regulations and Administrative Guidelines Governing the Provision of Services by the United States Employment Service

*BOOZ, ALLEN AND HAMILTON, INC.*
*BETHESDA, MD.*

*Thomas L. Shaffer*

*Contract 20-24-79-37*
*Project still in progress*

*Descriptors:* PUBLIC EMPLOYMENT SERVICE; PLANNING AND ADMINISTRATION

This study is examining the process of implementing new Federal regulations on the provision of services by the employment service, and will identify any problems and propose actions to correct them. The methodology includes the conduct of onsite and telephone interviews with a stratified random sample of employment service staff in 15 States before, during, and after implementation of the regulations. Completion of the study is contingent upon the issuance of the basic services portion of the new regulations.

### 1-031* Columbia University—Human Resources Research Traineeships

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Anna B. Dutka*

*Grant 21-36-79-03*
*Project still in progress*

*Descriptors:* PLANNING, RESEARCH, AND DEVELOPMENT; PRIME SPONSORS (CETA); TRAINING

This project provides 1-year human resource policy research traineeships to selected persons with bachelor's or advanced degrees and experience working with a CETA prime sponsor or a subcontractor such as a community-based organization. Participants gain research experience and training in designing and carrying out employment and training research projects and preparing project reports for publication. The program should help the researchers qualify for responsible positions in the research and policy development offices of Federal departments concerned with employment and training, as well as in similar activities of State and local governments, private corporations, and nonprofit institutions.

Each trainee works with one or more members of the grantee's staff on an employment and training research project. Seminars give trainees the opportunity to meet and interact with union officials, Federal, State, and local government officials, and human resource planners from private industry.

### 1-032* A Demonstration Program of Training, Research and Technical Assistance for Employment and Training Administrators

*HARVARD UNIVERSITY*
*CAMBRIDGE, MASS.*

*Dr. Peter B. Doeringer*

*Grant 21-25-79-24 (formerly 92-25-72-03)*
*Project still in progress*

*Descriptors:* ECONOMICS COURSES; STAFF TRAINING; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT

This project planned the 1980 Institute in Employment and Training Administration for Federal, State, and local administrators. The Institute has been revised to incorporate programmatic, instructional, operational, and other changes reflecting the experiences of faculty and staff in previous Institutes as well as the assessments of past participants. Accordingly, the Institute now has five major training objectives:

1. To acquaint participants with an array of analytical and administrative concepts essential to the effective implementation of employment and training programs.
2. To provide participants with the analytical tools necessary to translate concepts into practice. The Institute's curriculum includes components devoted to management practice, information systems, forecasting, planning and evaluation, and statistics.
3. To examine the linkages between employment and training agencies and the related organizations with which employment and training professionals must deal, such as community-based organizations, private industry councils, unions, social welfare agencies, vocational education systems, and other government agencies.

*Ongoing project—final report not yet available.

4. To explore the political context within which employment and training programs must function and the implications of the political environment for the design of Federal involvement in the system.

5. To analyze concepts of labor market behavior, placing particular emphasis on the importance of applying these concepts to the design and administration of employment and training programs.

In future years the Institute will be operated by ETA's Office of Management Assistance. A final report, assessing the multiyear activities of the Institute, will be submitted in the fall of 1980.

### 1-033* Developing a Performance and Needs Based Method for Allocating Employment Service Grants

*ABT ASSOCIATES, INC.*
*CAMBRIDGE, MASS.*

*Dr. Charles K. Fairchild*

*Contract 20-25-79-64*
*Project still in progress*

*Descriptors:* PUBLIC EMPLOYMENT SERVICE; MODELS; ECONOMIC ANALYSIS AND ECONOMETRICS; PLANNING AND ADMINISTRATION

Abt Associates Inc. has developed a series of options for allocating Employment Service grants funds to the States. These options are presented in a final report for the first phase of the project that suggests a basic framework for a new ES funding formula. This formula would use measures of need and performance weighted in relation to the missions and functions of the job service.

In the second phase of the project the researchers will concentrate primarily on developing estimates of the placement effects of differing levels of ES funding.

*April 1980*

NTIS PB80-183858/AS

### 1-034* Developing Improved Methods for Obtaining Information on the Disposition of ES Referrals to Job Openings and Placements

*MACRO SYSTEMS, INC.*
*SILVER SPRING, MD.*

*Knowlton R. Atterbeary*

*Contract 20-24-79-36*
*Project still in progress*

*Descriptors:* PUBLIC EMPLOYMENT SERVICE; JOB PLACEMENT; PILOT STUDY; INFORMATION SYSTEMS

This study will examine existing procedures for obtaining followup information on employment service referrals and placements. The contractor will then conduct a pilot demonstration in two local offices to determine if a more cost-effective method of obtaining such information is feasible.

### 1-035* Development and Conduct of a Survey to Provide a Functional Description of Employment Service (ES) Local Offices

*WESTAT, INC.*
*ROCKVILLE, MD.*

*Ira Priesman*

*Contract 20-24-79-13*
*Project still in progress*

*Descriptors:* PUBLIC EMPLOYMENT SERVICE; SERVICE DELIVERY SYSTEMS; PLANNING, RESEARCH, AND DEVELOPMENT

This contractor is implementing a comprehensive survey of employment service (ES) local offices throughout the Nation to obtain comprehensive information on their current service delivery capabilities. The objective is to provide a data base that will improve ES planning, budgeting, and evaluation processes. During the first phase of the project, staff are testing data collection methods at 60 local offices in 5 or 6 States. In the second phase, they will conduct a full-scale survey of the remaining local offices.

### 1-036* Development and Revision of the Local ES Office Relocation Handbook

*COMMUNITY RESOURCES GROUP*
*BOSTON, MASS.*

*Susan E. Philipson Bloom*

*Contract 20-25-77-32*
*Project still in progress*

*Descriptors:* EMPLOYMENT SERVICE MANAGEMENT; HANDBOOKS

The *Location Handbook for Employment Service Local Offices* is being revised to incorporate procedures to serve the needs of unemployment insurance offices and to use a computer to perform much of the detailed clerical work. The content is also being updated to reflect experiences in State use.

The handbook provides step-by-step procedures by which census data may be used in urban and nonurban situations to maximize applicant convenience or increase the number of applicants in specific occupational groups.

### 1-037* Development and Testing of Employee Productivity Incentives for Local Offices of the U.S. Employment Service

*THE URBAN INSTITUTE*
*WASHINGTON, D.C.*

*John M. Greiner*

*Grant 21-11-78-36*
*Project still in progress*

*Descriptors:* PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVES; JOB PERFORMANCE; PRODUCTIVITY; JOB PLACEMENT

The long term objective of this project is to develop, carry out, and evaluate employee productivity incentives in the local offices of two State employment services (ES) agencies.

The New Jersey and Kansas Job Service agencies have been working with the Urban Institute to develop, implement, and test whether the provision of monetary incentives for local employment service staff can serve as a cost effective management tool for enhancing the performance of local office personnel (without reducing overall employee job satisfaction). Local office performance will be assessed in terms of quality, quantity, and efficiency of the services provided (with emphasis on placement-related activities). The experimental incentive plans developed will focus on group rather than individual performance. The primary group will be the local office unit, whose performance will be assessed semiannually against a performance target incentives formula. An incentives guidebook/manual will also be developed for potential use in other Job Service agencies.

See related projects; 21-34-79-04, 21-20-79-06, and 21-11-76-19.

## 1-038 EMPLOYEE INCENTIVES FOR LOCAL OFFICES OF THE EMPLOYMENT SERVICE: PROSPECTS AND PROBLEMS

*THE URBAN INSTITUTE*
*WASHINGTON, D.C.*

*Grant 21-11-76-19*
*Project completed fiscal year 1978*

*John M. Greiner and Virginia B. Wright*
*December 1977*

*Report Descriptors:* PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVES; JOB PERFORMANCE; PRODUCTIVITY; JOB PLACEMENT

NTIS PB284787/AS

## 1-039* ESTIMATING COSTS OF SERVICES TO SPECIAL TARGET GROUPS OF THE U.S. EMPLOYMENT SERVICE

*MACRO SYSTEMS, INC.*
*SILVER SPRING, MD.*

*Knowlton R. Atterbeary*

*Contract 20-24-80-51*
*Project still in progress*

*Descriptors:* PUBLIC EMPLOYMENT SERVICE; PLANNING AND ADMINISTRATION; COST EFFECTIVENESS

This project will develop a pilot system to help the U.S. Employment Service (USES) estimate and interrelate the costs of specific services to applicant groups, by appropriation source and by cost category. Such information could be used by the USES, the Department of Labor, the Office of Management and Budget, the Government Accounting Office, and the U.S. Congress in reaching policy decisions on the role of the public employment service and in better comprehending the budgetary implications of decisions to concentrate resources on particular services or target groups. The study objectives will be sought by examining the utility of current information systems for producing the necessary cost estimates and by developing and demonstrating on a pilot basis a methodology for obtaining additional and/or more reliable data, as needed, for input into a cost-estimating model.

## 1-040 AN EXAMINATION OF THE FEASIBILITY OF ESTIMATING THE NATIONAL PENETRATION RATE OF THE U.S. EMPLOYMENT SERVICE

*ABT ASSOCIATES, INC.*
*CAMBRIDGE, MASS.*

*Contract 20-25-77-25*
*Project completed fiscal year 1979*

*Dr. David W. Stevens*
*February 1979*

*Report Descriptors:* PUBLIC EMPLOYMENT SERVICE; LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR

NTIS PB295187/AS

## 1-041* EXEMPLARY VETERANS EMPLOYMENT AND TRAINING PROGRAMS

*DYNAMIC PROGRAMS, INC.*
*WASHINGTON, D.C.*

*James Evans*

*Contract 20-34-79-26*
*Project still in progress*

*Descriptors:* VETERANS; PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; SERVICE DELIVERY SYSTEMS

This project will identify and analyze a select group of local Job Service programs for veterans that have used innovative strategies and had outstanding records of service. Despite preferential rights in employment and training programs accorded veterans by law, their unemployment rates remain unacceptably high—especially for disabled, disadvantaged, and Vietnam-era veterans. These rates can be reduced, in part, through continual improvement in employment and training programs serving veterans.

*Ongoing project—final report not yet available.

To find out how local programs can be improved, the project will use ESARS veterans' preference compliance records to identify 10 of the country's top performing local Job Service offices. Project staff will analyze operations of these offices in depth, with special attention to understanding the reasons for successful performance. They will study characteristics of the veterans' programs, including types of services provided, staffing and organization, innovative activities, special linkages with other service providers, subpopulations of veterans served, and relationships with formal and informal veterans' groups.

Project staff will prepare a monograph documenting analyses and observations of the exemplary programs and a videotape illustrating successful features of the programs, for use in training and as public information. These materials will be disseminated to Job Service offices and interested groups, to suggest ways to improve the quality and effectiveness of employment and training programs for veterans.

### 1-042 EXPLORATORY MEASURES OF LABOR MARKET INFLUENCES OF THE EMPLOYMENT SERVICE

*UNIVERSITY OF PITTSBURGH*
*PITTSBURGH, PA.*

*Grant 21-42-75-13*
*Project completed fiscal year 1978*

EXPLORATORY MEASURES OF LABOR MARKET INFLUENCES OF THE EMPLOYMENT SERVICE

*Dr. Arnold J. Katz*
*October 1978*

*Report Descriptors:* PUBLIC EMPLOYMENT SERVICE; COST EFFECTIVENESS; ASSESSMENT AND EVALUATION; METHODOLOGY; JOB APPLICANTS; JOB PLACEMENT; EMPLOYER SERVICES

NTIS PB286631/AS

### 1-043* FURTHER RESEARCH ON THE ROLE OF COMMUNITY-BASED ORGANIZATIONS UNDER CETA

*URBAN SYSTEMS RESEARCH AND ENGINEERING, INC.*
*CAMBRIDGE, MASS.*

*Dr. Lawrence Neil Bailis*

*Contract 20-25-80-17*
*Project still in progress*

*Descriptors:* COMMUNITY-BASED ORGANIZATIONS (CBO'S); PRIME SPONSORS (CETA); SERVICE DELIVERY SYSTEMS; MINORITIES; CETA SERVICES AND PLANNING

This study will determine the impact of the 1978 Comprehensive Employment and Training Act (CETA) Amendments and ensuing Regulations pertaining to prime sponsors' use of Community-Based Organizations (CBO's) to deliver employment and training services. The project will assess the extent to which current policy has achieved its objective of fostering the use of CBO's of demonstrated effectiveness. An analysis comparing the performance of CBO's and non-CBO CETA service deliverers will also be conducted.

### 1-044* IMPLEMENTATION OF MODEL SYSTEMS FOR SELECTING EMPLOYMENT SERVICE LOCAL OFFICE MANAGERS AND INTERVIEWERS

*EDUCATIONAL TESTING SERVICE*
*PRINCETON, N.J.*

*Dr. Michael Rosenfeld and Dr. Richard F. Thornton*

*Grant 21-34-78-34 (formerly contracts 20-11-74-18 and 20-11-75-07)*
*Project still in progress*

*Descriptors:* JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES; JOB PERFORMANCE; EMPLOYMENT OPPORTUNITIES

The objective of this project is to develop and implement model selection systems for Employment Service local office managers and interviewers which would meet accepted professional standards and Federal guidelines for employment testing. In phase I, the contractor conducted a national job analysis for each of the two job categories and used the results of these analyses to design content-valid selection systems for each position. The selection systems were pilot tested, and written tests and structured interviews were made available for use in each of the two positions. In phase II, the reseachers developed and tested methods of implementing these instruments in the 50 States in cooperation with the U.S. Office of Personnel Management and various State Employment Service and Merit System agencies. A training program was designed and 14 training sessions were conducted, attended by 164 members of State Employment Service and Merit Systems from 48 of the 50 States. At the end of phase II, the tests had been requested in 34 States and administered by 7 States. During phase III, the researchers will design and conduct criterion-related validity studies in four States in order to demonstrate further validity of the written test for Employment Service interviewers. This test was selected for the additional validity study because it is the most widely used component of the selection system.

A CASE STUDY IN JOB ANALYSIS METHODOLOGY
*September 1976*

*Report Descriptors:* JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES

NTIS PB261236/AS
Also available from: Educational Testing Service, Princeton, N.J. 08540.

THE DEVELOPMENT OF SELECTION AND CRITERION MEASURES FOR THE POSITIONS OF EMPLOYMENT SERVICE INTERVIEWER AND LOCAL OFFICE MANAGER, FINAL REPORT
*February 1977*

*Report Descriptors:* JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

NTIS PB293117/AS
Also available from: Educational Testing Service, Center for Occupational and Professional Assessment, Princeton, N.J. 08540.

**1-045*** INCOME-GENERATING PROJECTS IN CETA

*CSR, INC.*
*WASHINGTON, D.C.*

*L. M. Wright, Jr.*

*Contract 20-11-80-04*
*Project still in progress*

*Descriptors:* PRIME SPONSORS (CETA); ASSESSMENT AND EVALUATION; INCOME-GENERATING PROJECTS

The purpose of this contract is to determine to what extent Comprehensive Employment and Training Act (CETA) prime sponsors are conducting projects that are generating income and to determine the practicality of replicating these projects at other prime sponsor sites.

The project design calls for a query to be made of all prime sponsors asking (1) if any income-generating projects are under way, and (2) if so, would the prime sponsor be willing to discuss them in further detail.

To the responding sponsors, a short telephone follow-up call will determine whether the project is actually an income-generating effort and whether possibilities for replication exist.

From the data gathered by telephone, 10 prime sponsor sites will be selected for onsite review to develop a detailed narrative of the project, the conditions under which the project came into being, the problems encountered, and recommended solutions to the problems.

**1-046*** KANSAS SESA EMPLOYEE PRODUCTIVITY INCENTIVES PROJECT

*KANSAS DEPARTMENT OF HUMAN RESOURCES*
*TOPEKA, KANS.*

*Ben Courtright*

*Grant 21-20-79-06*
*Project still in progress*

*Descriptors:* PUBLIC EMPLOYMENT SERVICE; JOB PERFORMANCE; PRODUCTIVITY; JOB PLACEMENT; KANSAS

This project will develop, test, and evaluate employee productivity incentives in local Job Service offices of the Kansas Department of Human Resources. During phase I of the project, the grantee worked out the general design of a monetary incentives plan and procedures for following up employers and jobseekers who have dealt with the Job Service, carried out a baseline job satisfaction survey of local office employees and other department personnel, and provided additional baseline information on local office performance and local labor market conditions.

Phase II will involve refinement of the incentives design, operation of the revised plan during three 6-month reward periods, regular followups of reported placements, and continued collection of other information needed to assess the effect of the incentive plan. The grantee will continue to work with Urban Institute project staff on developing, testing, and evaluating the incentive plan. (See related grants 21-34-79-04 and 21-11-78-36.)

**1-047*** NEW JERSEY SESA EMPLOYEE PRODUCTIVITY INCENTIVES PROJECT

*NEW JERSEY DEPARTMENT OF LABOR AND INDUSTRY*
*TRENTON, N.J.*

*William A. Tracy*

*Grant 21-34-79-04*
*Project still in progress*

*Descriptors:* PUBLIC EMPLOYMENT SERVICE; PRODUCTIVITY; JOB PERFORMANCE; JOB PLACEMENT; NEW JERSEY

The object of this project is to develop, test, and evaluate a program of employee productivity incentives in local offices of the New Jersey Division of Employment Services. During phase I of the project, the grantee worked out the general design of a monetary incentives plan and procedures for following up employers and jobseekers who have dealt with the Job Service, carried out a baseline job satisfaction survey of local office employees and other division personnel, and provided additional baseline information on local office performance and local labor market conditions.

Phase II will involve refinement of the incentives design, operation of the revised plan during three 6-month reward periods, regular followups of reported placements, and continued collection of other information needed to assess the effect of the incentive plan. The grantee will continue to work with Urban Institute project staff on developing, testing, and evaluating the incentive plan. (See related grants: 21-20-79-06 and 21-11-78-36.)

**1-048** PAY COMPARABILITY SURVEYS—AN APPROACH FOR STATE GOVERNMENTS

*BUREAU OF LABOR STATISTICS*
*WASHINGTON, D.C.*
*AND*
*INSTITUTE OF PUBLIC ADMINISTRATION*
*NEW YORK, N.Y.*

*Ongoing project—final report not yet available.

*Grants 82-11-71-11 and 82-36-71-17*
*Project completed fiscal year 1978*

*Harry Zeman and Alan L. Madian*
*September 1977*

*Report Descriptors:* SALARY COMPARABILITY STUDIES; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WAGE DIFFERENTIALS; STATE AND LOCAL GOVERNMENTS

### 1-049 The Role of Community Based Organizations Under CETA

*URBAN SYSTEMS RESEARCH AND ENGINEERING, INC.*
*CAMBRIDGE, MASS.*

*Dr. Lawrence Neil Bailis*

*Contract 20-25-78-22*
*Project completed fiscal year 1980*

*Descriptors:* PRIME SPONSORS (CETA); MINORITIES; SERVICE UNDER CETA

The role of community-based organizations (CBO's) in employment and training programs was assessed to determine how such groups are being used under the Comprehensive Employment and Training Act (CETA). Case studies of 22 prime sponsor sites were conducted to gage trends in funding for CBO's.

Utilization of CBO's can be explained by interaction among three factors: (1) Desire of prime sponsors to fund programs of demonstrated effectiveness; (2) the sponsor's administrative philosophy about such issues as "contracting out" and specialization among service deliverers; and (3) assorted "political" considerations.

More than two-thirds of city prime sponsors funded national affiliated CBO's; just over one-fifth of county prime sponsors funded national CBO's. Local, nonaffiliated CBO's may have experienced the greatest growth under CETA although receiving considerably smaller grants than national CBO affiliates or community action agencies. The researchers noted a trend away from CBO's being comprehensive service deliverers toward becoming limited purpose agencies that are a part of a wider CETA system.

*Dr. Lawrence Neil Bailis, Pamela Van Coevering, and Linda Morris*
*November 1979*

NTIS PB80-119787/AS

### 1-050 Services to Applicants Required to be Registered with the U.S. Employment Service

*CAMIL ASSOCIATES, INC.*
*PHILADELPHIA, PA.*

*Contract 20-42-75-45*
*Project completed fiscal year 1979*

*David A. Miller*
*February 1979*

*Report Descriptors:* PUBLIC EMPLOYMENT SERVICE; ASSESSMENT AND EVALUATION; UNEMPLOYMENT INSURANCE
ETA

### 1-051* Specification and Measurement of Productivity in the U.S. Employment Service: A State-of-Art Assessment and Research Agenda

*THE UNIVERSITY OF MISSOURI*
*COLUMBIA, MO.*

*Dr. David W. Stevens*

*Grant 21-29-78-23*
*Project still in progress*

*Descriptors:* PRODUCTIVITY; COSTS; PUBLIC EMPLOYMENT SERVICE

The objective of this project is to assess the state of the art in specifying and measuring productivity in the U.S. Employment Service. The grantee selected an interdisciplinary panel of experts that has reviewed completed studies from the vantage points of their respective disciplines. Their recommendations are being integrated into a monograph describing issues related to productivity measurement and proposing a research program to address them.

### 1-052* Study of Employment Service (ES) Job Orders, Cancellations and Referral Process

*ARTHUR YOUNG & COMPANY, INC.*
*WASHINGTON, D.C.*

*Dr. Dimitri A. Plionis*

*Contract 20-11-79-14*
*Project still in progress*

*Descriptors:* PUBLIC EMPLOYMENT SERVICE; JOB PLACEMENT; EMPLOYER SERVICES

This study is investigating how often and why employers cancel job orders placed with the employment service and will conduct a demonstration in two or three local offices to test ways of reducing the cancellation rate. During phase I of the project, the contractor is observing local offices that serve areas with similar economies and have high or low cancellation rates to identify any difference in their operations that may be the cause. During phase II, the contractor will carry out a small demonstration project, lasting 6 months, to test selected actions to reduce cancellations and find out whether they have the desired result.

### 1-053* STUDY TO DETERMINE WORK TEST COSTS AND OUTCOMES

*ABT ASSOCIATES, INC.*
*CAMBRIDGE, MASS.*

*Dr. Charles S. Rodgers*

*Contract 20-25-79-47*
*Project still in progress*

*Descriptors:* PUBLIC EMPLOYMENT SERVICE; WORK TEST; WELFARE REFORM; COST EFFECTIVENESS

This project will try to help employment service policymakers understand: (1) The legal and administrative context in which current work tests are carried out, the variations among the work test procedures, and the reasons for these variations; (2) the different levels at which work tests are enforced; and (3) the costs of different procedures and levels of enforcement. After observing current practices regarding work tests in selected employment service local offices, the researchers will develop a set of models of the administration of work tests under a variety of assumptions about the procedures to be used and the extent to which they are enforced. These models will be designed to provide bases for estimating the costs and levels of effort associated with different types of procedures and enforcement norms. The models can then be assessed as to cost and managerial feasibility for future welfare reform efforts.

### 1-054* SURVEY ON THE UTILIZATION OF THE ARTS AND HUMANITIES UNDER CETA

*MORGAN MANAGEMENT SYSTEM, INC.*
*COLUMBIA, MD.*

*Norman Houston*

*Contract 20-24-79-63*
*Project still in progress*

*Descriptors:* SERVICE DELIVERY SYSTEMS; PROGRAM DESIGN; PRIME SPONSORS (CETA); JOB PLACEMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)

This contractor will survey CETA prime sponsors to compile a national inventory of CETA arts and humanities projects and document and analyze selected projects in the arts and humanities funded under various CETA titles. The planned product is a handbook providing case studies of successful projects to guide other prime sponsors.

The contractor will explore, in a structured, uniform manner, prime sponsor use and potential use, based on current experience, of arts and humanities projects to serve local employment and training needs. The materials developed will be designed to encourage upgrading of arts and humanities projects and their expansion where appropriate.

### 1-055* URBAN EMPLOYMENT SYSTEMS: LEVERAGE STRATEGIES FOR CITIES

*THE HARTFORD POLICY CENTER*
*HARTFORD, CONN.*

*John H. Alschuler*

*Contract 20-11-80-32*
*Project still in progress*

*Descriptors:* URBAN AREAS; EMPLOYMENT; ECONOMIC DEVELOPMENT; STATE AND LOCAL GOVERNMENTS; PRIVATE SECTOR INITIATIVES PROGRAM (PSIP)

An interagency agreement between the Employment and Training Administration and the Department of Commerce, this project's general objective will be to identify, develop, and analyze the tools available to local governments to link unemployed or underemployed city residents with available job opportunities. The goal is to describe the linkage among the components of an urban employment system.

Methodology will include a literature and program review, telephone surveys, and on-site case studies of five local urban areas featuring personal interviews with local officials.

### 1-056* VERIFICATION OF ELIGIBILITY OF CETA APPLICANTS

*DIALOGUE SYSTEMS*
*NEW YORK, N.Y.*

*Dr. Harriette Johnson*

*Contract 20-36-79-17*
*Project still in progress*

*Descriptors:* MODELS; MONITORING OF CETA PROGRAMS; CETA SERVICES AND PLANNING

This project is verifying the eligibility of applicants for programs authorized under CETA titles IIB, IID, and VI; developing model procedures and techniques for this purpose; and providing a tool for Federal managers to use in monitoring eligibility.

## 1D. RESEARCH AND DEVELOPMENT, EVALUATION, AND PLANNING

### 1-057* AN ALTERNATIVE MECHANISM FOR ACHIEVING AN EFFECTIVE DISSEMINATION AND UTILIZATION OF RESEARCH AND DEVELOPMENT PRODUCTS

*NATIONAL POLICY INSTITUTE, INC.*
*SILVER SPRING, MD.*

*Ongoing project—final report not yet available.

*Dr. Herrington Bryce*

*Contract 20-24-80-21*
*Project still in progress*

*Descriptors:* UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; CETA SERVICES AND PLANNING; PUBLIC EMPLOYMENT SERVICE; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION

This is a project to demonstrate alternative ways of enhancing the dissemination and utilization of research and development products. The major focus is on the development and implementation of various strategies for maximizing utilization of R&D products of the Office of Research and Development, of the Employment and Training Administration by various employment and training user groups. In addition, the contractor will set up and maintain the distribution system for all ORD project reports.

## 1-058 Behavioral Consequences of Job Search and Recruitment Practices: A Review

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Dr. Donald P. Schwab*

*Grant 21-55-78-32*
*Project completed fiscal year 1980*

*Descriptors:* JOB SEARCH; RECRUITMENT; LITERATURE REVIEW; STATE-OF-THE-ART PAPERS

The project synthesized and evaluated current job search and recruitment literature in the various social science disciplines. This review resulted in three papers that comprise the final report. The first, "Organizational Recruiting and the Decision to Participate" is a general overview summarizing both theory and research on the decisions and their consequences. The second, "Individual Reactions to Organizational Recruiting: A Review" (with S.L. Rynes and H.G. Heneman, III) more specifically reviews research on the influence of recruiting on applicants' attitudes and job choice behaviors. The third, "From Applicant to Employee: Gatekeeping in Organizations" (with J.D. Olian) focuses on the criteria that organizations use when evaluating prospective employees.

*Dr. Donald P. Schwab, Sara L. Rynes, Herbert G. Heneman, III, and Judy D. Olian*
*June 1980*

NTIS PB80-101792/AS

## 1-059* A Demonstration Project for Minority Scholars Nationwide: Workshops and Dissertation Research in Quantitative Methods and Interdisciplinary Contributions to Employment and Training Policy

*HOWARD UNIVERSITY*
*WASHINGTON, D.C.*

*Dr. Reynold B. Madoo*

*Grant 21-11-79-23*
*Project still in progress*

*Descriptors:* MINORITIES; DOCTORAL DISSERTATION GRANTS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; PLANNING, RESEARCH, AND DEVELOPMENT; STAFF TRAINING; UPGRADING

This project will set up a demonstration program designed to encourage black and other minority scholars to conduct employment and training research.

The program will include: (1) A series of intensive workshops and conferences devoted to modern research methods and case studies related to employment and training policy issues; and (2) support for doctoral dissertation research in employment and training by students who have completed all academic work except a dissertation.

The overall goal of the project is to broaden understanding of employment and training issues and increase the number of minority scholars capable of participating in policymaking. The workshops, along with support of dissertation research are designed to provide advanced learning opportunities for the faculties of minority institutions and serve as a forum for comparing different approaches to broad policy goals and identifying research needs.

## 1-060* Employment Opportunities Pilot Projects Plan Client Tracking and Management Information System

*GROUP OPERATIONS, INC.*
*WASHINGTON, D.C.*

*James Cogley*

*Contract 20-11-79-62*
*Project still in progress*

*Descriptors:* COMPUTER SYSTEMS

This project is developing and maintaining a management information system for the Employment Opportunity Pilot Projects (EOPP). To do so, the contractor is: (1) Providing technical assistance and training to EOPP sponsors; (2) developing system specifications; (3) defining outputs and report formats; (4) developing a management plan; and (5) preparing program specifications. Project staff will also design the data base, direct programing efforts, develop a unit test plan, prepare system and operational documentation and an installation plan, and monitor and direct development of the data base.

Other activities are reviewing the system and program specifications, preparing a system test plan, reviewing the documentation and training and installation plan, monitoring the communications network, and exercising overall quality control.

**1-061*** FEASIBILITY STUDY OF THE USE OF SELECTED RESEARCH, DEVELOPMENT, EXPERIMENTAL, DEMONSTRATION, EVALUATION AND TRAINING (REDET) OFFICES TO IMPROVE THE OPERATION OF EMPLOYMENT SERVICE PROGRAMS

*URBAN SYSTEMS RESEARCH AND ENGINEERING, INC.*
*CAMBRIDGE, MASS.*

*Dr. Lawrence Neil Bailis*

*Contract 20-25-78-58*
*Project still in progress*

*Descriptors:* PUBLIC EMPLOYMENT SERVICE; PLANNING, RESEARCH, AND DEVELOPMENT

During Phase I, this project explored the feasibility of improving research, development, and evaluation efforts within the public employment service by concentrating such efforts in preselected local offices designated as research, experimental, demonstration, evaluation, and training (REDET) sites. The contractor examined a broad range of questions pertaining to the feasibility of this approach and its cost effectiveness and concluded that the concept has sufficient promise to warrant testing on a pilot basis for research and demonstration projects only. The concept was found to be not suitable for application to evaluation studies.

Phase II will focus on the preparation of a detailed outline for applying the basic approach on a pilot basis.

VOL. I THE FEASIBILITY OF AN R&D LOCAL OFFICE SYSTEM IN THE UNITED STATES EMPLOYMENT SERVICE (FINDINGS AND CONCLUSIONS)

*Dr. Lawrence Neil Bailis and Susan E. Philipson Bloom*
*April 1980*

NTIS PB80-179153/AS

VOL. II APPENDIX
*April 1980*

NTIS PB80-179161/AS

**1-062*** MAINTENANCE OF THE R&D MANAGEMENT INFORMATION SYSTEM

*AKIPAN ASSOCIATES, INC.*
*GREAT FALLS, VA.*

*Phyllis S. Dacus*

*Contract 20-51-77-19*
*Project still in progress*

*Descriptors:* UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; COMPUTER SYSTEMS

This project provides for the maintenance, updating, and further refinement of the Employment and Training Administration, Office of Research and Development's Management Information System (MIS).

The MIS data base is updated as R&D projects are funded and completed, and the information is used for the production of the *Research and Development Projects* book. The data base contains information on R&D projects and reports resulting from projects that have been active, completed, or funded since 1964. The automated phototypesetting system operated by the Government Printing Office, is used in conjunction with the MIS for the final production of this book.

**1-063** RESEARCH DEVELOPMENT STRATEGY ON EMPLOYMENT-RELATED PROBLEMS OF OLDER WORKERS

*AMERICAN INSTITUTES FOR RESEARCH*
*WASHINGTON, D.C.*

*Contract 20-11-76-54*
*Project completed fiscal year 1978*

*Dr. Harold L. Sheppard*
*February 1978*

*Report Descriptors:* AGING; MIDDLE-AGED WORKERS; OLDER WORKERS; PLANNING, RESEARCH, AND DEVELOPMENT; RETIREMENT; AGE DISCRIMINATION IN EMPLOYMENT ACT
ETA R&D MONOGRAPH NO. 73

**1-064** YOUTH TRANSITION TO WORK: SYNTHESIS, ANALYSIS, AND R&D STRATEGY

*NATIONAL MANPOWER INSTITUTE*
*WASHINGTON, D.C.*

*Contract 20-11-77-21*
*Project completed fiscal year 1978*

BETWEEN TWO WORLDS: YOUTH TRANSITION FROM SCHOOL TO WORK—A SYNTHESIS OF KNOWLEDGE, A SUMMARY OF PROGRAM EXPERIMENTATION, A RESEARCH AND EXPERIMENTATION STRATEGY

EXECUTIVE SUMMARY

*Paul E. Barton and Bryna Shore Fraser*
*August 1978*

*Report Descriptors:* TRANSITION FROM SCHOOL TO WORK; YOUTH; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; HUMAN RESOURCE DEVELOPMENT POLICY; STATE-OF-THE-ART PAPERS

NTIS PB286841/AS

***Ongoing project—final report not yet available.**

VOL. 1 PROBLEMS, CONDITIONS, AND ISSUES
*August 1978*
NTIS PB286842/AS

VOL. 2 PROGRAMS AND EXPERIMENTATION
*August 1978*
NTIS PB286843/AS

VOL. 3 NEW RESEARCH AND MEASUREMENTS
*August 1978*
NTIS PB286844/AS

## 2A. EDUCATION

### 2-001* ANALYSIS OF THE COMPETENCY-BASED HIGH SCHOOL DIPLOMA FOR CETA CLIENTS

*NATIONAL FOUNDATION FOR THE IMPROVEMENT OF EDUCATION WASHINGTON, D.C.*

*Dr. Sam McMillan*

*Grant 21-11-78-25*
*Project still in progress*

*Descriptors:* BASIC EDUCATION; CURRICULUMS; HIGH SCHOOLS; CETA PROGRAMS; EDUCATION

The purpose of this project is to analyze data derived from the Competency-Based High School Diploma (CBHSD) for CETA Clients project of the University of Texas at Austin. (See grant 21-48-77-20). The grantee will design and carry out a comparative analysis of the operation and outcome of the CBHSD project, including descriptive and content analysis studies.

The grantee will attempt to determine whether and to what degree the CBHSD project: (1) Makes CETA clients easier to place in jobs; (2) provides a viable alternative to the GED for use by CETA prime sponsors and State employment services; (3) can enable a higher percentage of adult program participants to earn high school diplomas than now do so using the GED method; and (4) can produce as effective a worker as one who earned a high school diploma through traditional or other means.

### 2-002* COMPETENCY-BASED HIGH SCHOOL DIPLOMA FOR CETA CLIENTS

*THE UNIVERSITY OF TEXAS AUSTIN, TEX.*

*Jim Cates*

*Grant 21-48-77-20*
*Project still in progress*

*Descriptors:* EDUCATION; PROGRAM SERVICES AND TECHNIQUES; TESTING; GED EXAM; TEXAS

The grantee is testing the usefulness of the competency-based high school diploma (CBHSD) as a means of enhancing the CETA client's desirability and utility to employers for possible further use as an alternative method to the GED for obtaining a high school diploma. To accomplish this, the grantee is working with various agencies in Texas to implement and test the outcomes of using the CBHSD with CETA clients in a number of sites in Texas. In a separate effort, the National Foundation for the Improvement of Education will develop and carry out a research design to determine: (1) Whether the CBHSD does make the CETA client easier to place with employers; (2) whether the CBHSD is a viable alternative to the GED for use by CETA prime sponsors; (3) whether use of the CBHSD can generate a higher percentage of adult manpower program participants who can earn the high school diploma through traditional or other means. An advisory committee of eminent, knowledgeable persons in the areas of education, manpower, and research will be organized by the grantee to provide feedback, critical analysis, and recommendations for project staff use in attempting to meet the goals of this effort.

### 2-003* DEMONSTRATION ON EFFICACY OF ALTERNATIVE YOUTH PROGRAM APPROACHES

*EDUCATIONAL TESTING SERVICE PRINCETON, N.J.*

*Dr. Jules M. Goodison*

*Contract 27-34-79-02*
*Project still in progress*

*Descriptors:* YOUTH; MINORITIES; LABOR MARKET INFORMATION; COUNSELING AND GUIDANCE; EDUCATION; TRANSITION FROM SCHOOL TO WORK

This demonstration project will explore the feasibility of using a systematic set of program measures to assess the effects of a wide range of special employment and training program approaches for assisting in-school and out-of-school disadvantaged youth. In addition, the project will assess the utility of using uniform program measures to: (1) Identify short-term program outcomes that predict long-term program effects and (2) ascertain which program approaches are most effective for different youth populations in different settings.

Specifically, the project will plan and implement an assessment system designed to answer a number of questions about which program elements work best for which young persons and under what conditions. At the same time, it will try to improve research methods.

The project will establish a uniform data base across a wide variety of programs, test a number of instruments that have shown promise in assessing several critical but hard-to-measure work attitudes and consider a number of key questions regarding program effectiveness. The basic study design to be used in assessing each program involves two major components:

—The measurement of characteristics before and after training. A battery of seven measures will be administered to samples of program participants and comparable control groups over approximately the same time periods.

—The measurement of trainee performance outcomes as determined by criteria used to define program adjustments or successes. These measurements are to be obtained at the completion of program participation and at one or two later periods, in order to define the social and vocational adjustments of the trainees.

*Ongoing project—final report not yet available.

**2-004 DEMONSTRATION RESEARCH ON THE VOCATIONAL EXPLORATION PROGRAM (VEP) FOR YOUTH**

*SAINT LOUIS UNIVERSITY, CENTER FOR URBAN PROGRAMS*
*ST. LOUIS, MO.*

*Grant 28-29-78-53*
*Project completed fiscal year 1979*

1978 VOCATIONAL EXPLORATION PROGRAM: THE FINAL REPORT

*Dr. Brian P. Nedwek and E. Allan Tomey*
*August 1979*

*Report Descriptors:* YOUTH PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; SUPPORTIVE SERVICES; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR

NTIS PB80-169394/AS
ETA
Also available from: Offices of Youth Programs, ETA.

**2-005 ESTABLISHING A CONTINUOUS TRAINING/EMPLOYMENT REFERRAL AND SUPPORT SYSTEM FOR DROPOUTS: REPORTS ON A PLANNING EFFORT**

*BUREAU OF SOCIAL SCIENCE RESEARCH, INC.*
*WASHINGTON, D.C.*

*Grant 21-11-77-15*
*Project completed fiscal year 1978*

*Laure M. Sharp and Ann Richardson*
*December 1977*

*Report Descriptors:* YOUTH; DROPOUTS; EDUCATION; TRAINING; COUNSELING AND GUIDANCE; DISADVANTAGED; MARYLAND

NTIS PB284363/AS

**2-006* EVALUATION OF DEMONSTRATION PROJECT ON YOUTH CAREER DEVELOPMENT FOR SCHOOL-TO-WORK TRANSITION**

*EDUCATIONAL TESTING SERVICE*
*PRINCETON, N.J.*

*Dr. Norman E. Freeberg*

*Contract 27-34-78-04*
*Project still in progress*

*Descriptors:* YOUTH PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; SUPPORTIVE SERVICES; TRANSITION FROM SCHOOL TO WORK; COMMUNITY-BASED ORGANIZATIONS (CBO'S)

This project is designed to assess the effectiveness of various community-based organizations (CBO's) compared with other delivery agents, in providing youth with the career development services and skills necessary to ease their transition from school to work. Another objective is to design an effective model evaluation system, involving appropriate data-gathering techniques, evaluation tools, and analytical approaches tailored to the populations served and the local, regional, or national scope of project responsibility.

The program to be evaluated will be operated by six CBO's in cooperation with public schools to provide career education services to students from economically disadvantaged backgrounds at as many as 35 project sites. It will enroll some 4,500 students during their junior and senior years of high school. The research project will assess enrollees on their enhanced career development capabilities by measuring: (1) Their knowledge of the requirements and availability of jobs; (2) their ability to use career information to make realistic decisions; and (3) their ability to set goals and develop an effective career plan. The researcher will use assessment measures designed specifically for use with adolescents in employment and training programs and validated under an earlier contract.

**2-007 FEASIBILITY STUDY OF THE UTILIZATION OF RETIRED TEACHERS IN THE DISTRICT OF COLUMBIA AS A SUPPLEMENTARY EDUCATIONAL RESOURCE**

*WASHINGTON, D.C.*

*Contract 20-11-79-05*
*Project completed fiscal year 1979*

*Lawrence H. Mirel*
*July 1979*

*Report Descriptors:* EDUCATION; FEASIBILITY STUDY; OLDER WORKERS; RETIREMENT; TEACHERS; TUTORING

NTIS PB298819/AS

**2-008 HIGH HOPES: HELPING YOUNG BLACK TEENAGE GIRLS**

*SOCIAL SERVICE DELIVERY SYSTEMS*
*MEMPHIS, TENN.*

*Contract 20-47-75-12*
*Project completed fiscal year 1979*

*Andrew Fox, W. Theodore May, and Paul L. Schwartz*
*September 1978*

*Report Descriptors:* ROLE MODELS; YOUNG WOMEN; DROPOUTS; BLACKS; ATTITUDES; WORK EXPERIENCE PROGRAMS; TENNESSEE, MEMPHIS

NTIS PB289902/AS

**2-009* RETIRED TEACHERS**

*ASSOCIATES FOR RENEWAL IN EDUCATION, INC.*
*WASHINGTON, D.C.*

*Mattie W. Carey*

*Grant 21-11-80-15*
*Project still in progress*

*Descriptors:* EDUCATION; OLDER WORKERS; RETIREMENT; TEACHERS; TUTORING; DISTRICT OF COLUMBIA

This project will demonstrate and assess the impact of using the services of volunteer, retired teachers to enhance the educational program and to improve the reading and math skills of pupils in two elementary schools in the District of Columbia. The project is designed to determine the extent to which retired teachers gain satisfaction and a sense of accomplishment from using their lifetime skills; to measure the the effectiveness of tutoring in improving the performance of students who need remedial assistance; and to develop a model that can be used in other settings. The retired teachers will provide special tutoring to students in grades 1 and 3; in subsequent years, the same students will receive tutoring as they progress through grades 2, 3, and 4 and through grades 4, 5, and 6, respectively. At the outset of the project, students will be tested for achievement in reading and math; they will be retested at 6-month intervals over a 3-year period. Their test scores will be compared with those of a carefully selected control group.

## 2-010* RETIRED TEACHERS—RESEARCH COMPONENT

*JAIM RESEARCH, INC.*
*ALEXANDRIA, VA.*

*Dr. Regis H. Walther*

*Grant 21-51-80-17*
*Project still in progress*

*Descriptors:* EDUCATION; OLDER WORKERS; RETIREMENT; TEACHERS; TUTORING; DISTRICT OF COLUMBIA

This is the research component of a project to demonstrate and assess the impact of using the services of volunteer, retired teachers as tutors to enhance the educational program and to improve the reading and math skills of pupils in two elementary schools in the District of Columbia. Data obtained from the demonstration project will be analyzed: (1) To determine the extent to which retired teachers gain satisfaction and a sense of accomplishment from using their lifetime skills; (2) to measure the effectiveness of tutoring in improving the performance of students who need remedial assistance; and (3) to aid in developing a model that can be used in other settings. The study will include an analysis of scores on achievement tests administered to elementary school pupils prior to tutoring and at 6-month intervals over a 3-year period, and comparisons with the test scores of a carefully selected control group.

## 2-011 REVISION OF THE HEALTH CAREERS GUIDEBOOK

*NATIONAL HEALTH COUNCIL, INC.*
*NEW YORK, N.Y.*

*Grant 21-36-76-15*
*Project completed fiscal year 1979*

HEALTH CAREERS GUIDEBOOK

FOURTH EDITION
*1979*

*Report Descriptors:* HEALTH OCCUPATIONS; CAREER INFORMATION SYSTEM; COUNSELING AND GUIDANCE
GPO STOCK NO. 029-000-00343-2

## 2-012* SHARED WORK COMPENSATION

*MATHEMATICA POLICY RESEARCH, INC.*
*PRINCETON, N.J.*

*Stuart Kerachsky*

*Contract 20-34-80-23*
*Project still in progress*

*Descriptors:* UNEMPLOYMENT INSURANCE; LAYOFFS; UNIONS; UNEMPLOYMENT; WAGES; LAWS, LEGISLATION; SHARED WORK COMPENSATION

The purpose of this project is to provide much needed resource material on the shared work concept, to help the Department of Labor (DOL) respond to the continuing interest in the shared work concept on the part of some members of Congress, labor and business leaders, and individuals.

Shared work compensation would enable workers who might have been laid off to go instead to a shorter work week, and have their reduced hours partially covered by unemployment compensation benefits.

A final report will be provided covering: (1) The Shared Work Compensation Concept viewed from three perspectives—workers, firms, and program administration; and (2) an examination of key unanaswered questions surrounding the Shared Work Compensation Concept.

## 2-013 STUDIES OF JOB CORPS ALLOWANCES SYSTEM AND HOME LEAVE POLICY

*PLANNING AND HUMAN SYSTEMS*
*WASHINGTON, D.C.*

*Contract 20-11-76-37*
*Project completed fiscal year 1979*

*Dr. Frances Georgette, Dr. William Tash, and Jane Watson*
*April 1979*

*Report Descriptors:* JOB CORPS; RESIDENTIAL JOB CENTERS; TRAINING ALLOWANCES; EDUCATION; YOUTH; WORK-EXPERIENCE PROGRAMS

NTIS PB80-178189/AS
ETA

*Ongoing project—final report not yet available.

**2-014** TRANSITION FROM SCHOOL TO WORK: THE CONTRIBUTION OF COOPERATIVE EDUCATION PROGRAMS AT THE SECONDARY LEVEL

*NORTHEASTERN UNIVERSITY*
*BOSTON, MASS.*

*Contract 82-25-71-39*
*Project completed fiscal year 1979*

*Dr. Irwin L. Herrnstadt, Dr. Morris A. Horowitz, and Dr. Andrew M. Sum*
*August 1979*

*Report Descriptors:* TRANSITION FROM SCHOOL TO WORK; VOCATIONAL EDUCATION; WORK-STUDY PROGRAMS; HIGH SCHOOLS; YOUTH; EDUCATIONAL EFFECT ON CAREER PATTERNS; LABOR FORCE PARTICIPATION; MASSACHUSETTS

NTIS PB299589/AS

**2-015** VOCATIONAL EDUCATION AND TRAINING: IMPACT ON YOUTH

*CARNEGIE COUNCIL ON POLICY STUDIES IN HIGHER EDUCATION*
*BERKELEY, CALIF.*

*Grant 21-06-77-03*
*Project completed fiscal year 1979*

*John T. Grasso and John R. Shea*
*March 1979*

*Report Descriptors:* VOCATIONAL EDUCATION; YOUTH; NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE BEHAVIOR; BLACK/WHITE

NTIS PB297692/AS

**2-016*** YOUTH LABOR MARKET EXPERIENCE STUDY

*UNIVERSITY CONSULTANTS, INC.*
*CAMBRIDGE, MASS.*

*Dr. George Nolfi*

*Contract 27-25-79-01*
*Project still in progress*

*Descriptors:* YOUTH; EDUCATION; TRAINING; LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS; CAREER PATTERNS

This study is examining the existing data base of the National Longitudinal Education Survey to obtain information on the patterns and causes of various post-high school work and education choices and the consequences of these choices 4 to 5 years after high school graduation.

The study is analyzing: (1) The determinants of occupational, schooling, and family choices in the first 4 years after high school; (2) the effects of differences in the availability of labor market information on these decisions; (3) the causes of frustrated expectations and their consequences for occupation and schooling; (4) the role of skill acquisition in success or failure to fulfill aspirations; and (5) the incidence and duration of teenage unemployment and its longrun consequences for employment, schooling, and lifetime career expectations.

## 2B. PUBLIC EMPLOYMENT PROGRAMS

**2-017** ASSESSING THE FEASIBILITY OF LARGE-SCALE COUNTERCYCLICAL PUBLIC JOB CREATION

*THE URBAN INSTITUTE*
*WASHINGTON, D.C.*

*Contract 20-11-77-18*
*Project completed fiscal year 1978*

*Alan Fechter, Herbert Rubenstein, Dr. Harold L. Sheppard, et al.*
*June 1978*

*Report Descriptors.* FEASIBILITY STUDY; PUBLIC EMPLOYMENT PROGRAMS; JOB CREATION
ETA R&D MONOGRAPH NO. 67

**2-018** AN EVALUATION OF PUBLIC SERVICE EMPLOYMENT IN THE HOME CARE FIELD

*STATE COMMUNITIES AID ASSOCIATION*
*NEW YORK, N.Y.*

*Laurel Eisner*

*Grant 21-36-79-01*
*Project completed fiscal year 1980*

*Descriptors:* PUBLIC EMPLOYMENT PROGRAMS; HEALTH OCCUPATIONS; HEALTH CARE; HEALTH CARE INDUSTRY; WELFARE PROGRAMS; WELFARE RECIPIENTS

For a description of this project see contract 21-36-79-02.

*Dr. Leah Glass*
*July 1980*

NTIS PB80-213960/AS

**2-019** AN EVALUATION OF PUBLIC SERVICE EMPLOYMENT IN THE HOME CARE FIELD

*WELFARE RESEARCH, INC.*
*ALBANY, N.Y.*

*Tom Clark*

*Grant 21-36-79-02*
*Project completed fiscal year 1980*

*Descriptors:* PUBLIC EMPLOYMENT PROGRAMS; HEALTH OCCUPATIONS; HEALTH CARE; HEALTH CARE INDUSTRY; WELFARE PROGRAMS; WELFARE RECIPIENTS

This project was designed to test the validitiy of several assumptions regarding the suitability of various home care jobs for significant numbers of welfare clients and other unemployed persons. The investigators examined process and outcome variables as they related to a Comprehensive Employment and Training Act (CETA) Public Service Employment (PSE) project that provided employment to 320 CETA participants and home care services to marginal income elderly and other infirm or incapacitated individuals who were medically indigent but were ineligible for Medicaid. Nearly half of the CETA participants were welfare recipients. The report assesses in detail the impact of the project on the persons employed and, to a lesser extent, on the individuals who received the home care services.

The project increased the availability of home care services to marginal income clients, while providing training and experience to CETA workers which enabled decreased dependency on welfare and greater participation in the unsubsidized job market. CETA workers were better prepared, through education and experience, than non-CETA workers in similar jobs. Subsequent to project participation, former welfare clients were employed as often as those who received no previous government support. When the value of services by the home care workers is taken into account, the monthly cost of CETA averaged about $420 less than welfare and $260 less than unemployment insurance.

*Dr. Leah Glass*
*July 1980*

NTIS PB80-213960/AS

## 2-020 STUDIES IN PUBLIC SERVICE EMPLOYMENT

*UNIVERSITY OF CALIFORNIA, INSTITUTE OF INDUSTRIAL RELATIONS*
*BERKELEY, CALIF.*

*Grant 21-06-76-17*
*Project completed fiscal year 1979*

*Dr. Michael L. Wiseman*
*December 1978*

*Report Descriptors:* IMPACT OF EMPLOYMENT AND TRAINING POLICIES; PUBLIC EMPLOYMENT PROGRAMS; SIMULATION; UNEMPLOYMENT; CETA PROGRAMS; UNEMPLOYMENT/INFLATION TRADEOFF

NTIS PB294260/AS

## 2-021* STUDY OF ELIGIBLE POPULATION PARTICIPANTS IN NONSUSTAINING PUBLIC SERVICE EMPLOYMENT

*WESTAT, INC.*
*ROCKVILLE, MD.*

*John Herzog*

*Contract 20-24-77-44*
*Project still in progress*

*Descriptors:* PUBLIC SERVICE EMPLOYMENT; JOB PLACEMENT; JOB APPLICANTS

The primary purpose of this study is to identify any problems CETA prime sponsors may have in reaching a sufficient number of eligible applicants and keeping an adequate pool of applicants for public service employment (PSE) projects funded under title VI of CETA. To do so, project staff are interviewing representatives of selected prime sponsors, the employment service, and other participating agencies in the same jurisdictions in order to understand the process of creating, tapping, and replenishing pools of eligible applicants. The staff will then interview a national sample of potentially eligible people to identify why they do not participate in the program, and the resulting outcomes.

The study is concentrating on five groups—unemployment insurance (UI) recipients, UI exhaustees, unemployed people ineligible for UI, Work Incentive Program registrants, and unemployed veterans. An additional objective is to find out what happens to people who are judged eligible for PSE but do not get jobs.

## 2-022* SURVEY OF ISSUES CONCERNING PUBLIC SERVICE EMPLOYMENT WITH STATE AND LOCAL CIVIL SERVICE EMPLOYMENT STRUCTURES

*E.H. WHITE AND CO.*
*SAN FRANCISCO, CALIF.*

*Dennis Porter*

*Contract 20-06-79-22*
*Project still in progress*

*Descriptors:* UNION IMPACT; STATE AND LOCAL GOVERNMENTS; PUBLIC SERVICE EMPLOYMENT; PROGRAM DESIGN; PRIME SPONSORS (CETA); CIVIL SERVICE SYSTEM

This project will: (1) Survey and analyze prime sponsors' experiences with maintaining subsidized and unsubsidized workers under either dual or unified personnel systems and (2) document in detail the current practices of selected prime sponsors to provide guidance for decisionmakers in the Employment and Training Administration.

The project will explore, in a structured, uniform way, the issues involved in operating a personnel system for workers in subsidized public service employment (PSE) parallel to that for the regular work force or integrating PSE employees into the regular work force. This survey will include an examination of current requirements as to comparable benefits, problems involved in meeting these requirements, working conditions on special projects, differences between the projects and regular agencies in services to PSE participants, and union membership.

*Ongoing project—final report not yet available.

**2-023*** USE OF NON-PROFIT INSTITUTIONS AS SERVICE DELIVERERS FOR PSE EXPANSION AND TRANSITION

*URBAN SYSTEMS RESEARCH AND ENGINEERING, INC.*
*CAMBRIDGE, MASS.*

*Lawrence Neil Bailis*

*Contract 20-25-79-16*
*Project still in progress*

*Descriptors:* WELFARE PROGRAMS; SERVICE DELIVERY SYSTEMS; PUBLIC SERVICE EMPLOYMENT; PROGRAM DESIGN; PRIME SPONSORS (CETA); JOB PLACEMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)

This study is documenting and analyzing the placement of CETA participants in public service employment (PSE) with nonprofit organizatons. The objective is to assess the potential of these organizations as alternatives to local government agencies for use by prime sponsors seeking productive PSE placements. The planned products are a series of case studies and/or a prime sponsor handbook on how to develop PSE positions with nonprofit service deliverers.

Recent experience suggests that participants placed in nonprofit organizations have above-average rates of transition to permanent jobs. If this assessment confirms these indications, the materials produced will be designed to encourage expansion and upgrading of PSE placements in such organizations.

**2-024** YOUTH SERVING THE COMMUNITY: REALISTIC PUBLIC SERVICE ROLES FOR YOUNG WORKERS

*THE NATIONAL CHILD LABOR COMMITTEE*
*NEW YORK, N.Y.*

*Grant 21-36-77-12*
*Project completed fiscal year 1978*

*Seymour Lesh, Jeffrey Newman, Killian Jordan, and Charlotte Cash*
*March 1978*

*Report Descriptors:* GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS; JOB CREATION; PUBLIC EMPLOYMENT PROGRAMS; YOUTH

NTIS PB280557/AS
ETA R&D MONOGRAPH NO. 68

## 2C. SUPPORTED EMPLOYMENT

**2-025*** EFFECTS OF DEPARTMENT OF LABOR PROGRAMS ON PRODUCTIVITY

*MATHEMATICA POLICY RESEARCH, INC.*
*PRINCETON, N.J.*

*Stuart Kerachsky*

*Contract 20-34-80-43*
*Project still in progress*

*Descriptors:* PRODUCTIVITY; METHODOLOGY; EMPLOYER PRACTICES AND POLICIES; ECONOMIC ANALYSIS AND ECONOMETRICS

This study will help the Department of Labor (DOL) identify major determinants of productivity trends at the industry and firm levels. The proposed study is divided into four phases, of which this contract covers only the first two phases.

The purpose of phase I is to develop a conceptual framework for examining the effects of DOL programs on productivity. This task will involve three components: (1) Defining productivity concepts; (2) categorizing DOL programs; and (3) preliminary, descriptive statistical estimates of the impacts of DOL programs on productivity.

Then during Phase II, the study will explore the approaches used in previous research and use economic theory to develop an analytical framework for new studies of the productivity impacts of DOL programs. Phase II will produce a broadly conceived policy paper to: (1) Interpret the previous productivity research as it reflects on labor market issues; (2) develop what evidence exists or can be derived from existing data on these issues; and (3) explain (with assistance of theoretical models and previous research) the likely nature of the impacts of specific DOL programs and policies. This policy paper will be the first general review of the productivity issue that moves from the traditional framework to one that incorporates the microeconomic determinants of changes in productivity. This new framework will then be used to describe the likely productivity impacts of major DOL programs and policies.

**2-026** SUPPORTED EMPLOYMENT PROJECTS IN THE PUBLIC SECTOR

*VERA INSTITUTE OF JUSTICE*
*NEW YORK, N.Y.*

*Grant 92-36-72-12*
*Project completed fiscal year 1978*

FIRST ANNUAL RESEARCH REPORT ON SUPPORTED EMPLOYMENT

*Lucy N. Friedman*
*October 1973*

*Report Descriptors:* DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS
ETA LIMITED DISTRIBUTION

WILDCAT: THE FIRST TWO YEARS
*November 1974*
ETA LIMITED DISTRIBUTION

THIRD ANNUAL REPORT ON SUPPORTED EMPLOYMENT
*December 1975*
ETA LIMITED DISTRIBUTION

## 2-027* SUPPORTED EMPLOYMENT DEMONSTRATION PROJECT

*MANPOWER DEMONSTRATION RESEARCH CORPORATION*
*NEW YORK, N.Y.*
*AND*
*MATHEMATICA, INC.*
*PRINCETON, N.J.*

*William J. Grinker*

*Grant 33-36-75-01*
*Project still in progress*

*Descriptors:* DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH

The overall objectives of this grant are to: (1) Determine the feasibility and potential of supported employment programs for ex-offenders, ex-addicts, welfare heads of households, and unemployed out-of-school youth who because of their backgrounds and work histories are unable to secure and maintain regular employment; (2) analyze and document the procedures and processes by which 15 jurisdictions can provide large-scale, low-stress employment not otherwise available to such individuals on a permanent basis; (3) conduct an indepth research study to determine the role of supported employment in a comprehensive employment strategy that deals with dependency populations; and (4) examine and evaluate the macro and micro economic and social implications of an expansion of supported employment programs to national scale.

The grantee will, in conjunction with the board of directors and the relevant Federal agencies, select and subcontract with 15 jurisdictions to operate 3-year supported employment programs. Each project will provide group work situations; onsite counselors; specialized employee training, motivation, and orientation; a full range of support services; and a job creation and development component. Additionally, the grantee will supervise the implementation of the overall research component and will subcontract with Mathematica, Inc. Approximately 5,600 subjects will be involved to carry out the specified research design.

### HIGHLIGHTS OF SITE ACTIVITIES DURING THE PLANNING PERIOD OF THE SUPPORTED WORK DEMONSTRATIONS

*William J. Grinker and Bernard Lefkowitz*
*June 1976*
ETA LIMITED DISTRIBUTION

### SUMMARY OF THE FIRST ANNUAL REPORT ON THE NATIONAL SUPPORTED WORK DEMONSTRATION

*William J. Grinker and Martha Fay*
*December 1976*

*Report Descriptors:* DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED

NTIS PB287285/AS

### SECOND ANNUAL REPORT ON THE NATIONAL SUPPORTED WORK DEMONSTRATION

*William J. Grinker and Martha Fay*
*April 1978*

*Report Descriptors:* DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; YOUTH; CORRECTIONS; SUPPORTED EMPLOYMENT; CHRONICALLY UNEMPLOYED

NTIS PB284334/AS

### IMPLEMENTING SUPPORTED WORK

*Joseph Ball*
*May 1978*

*Report Descriptors:* DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; YOUTH; CORRECTIONS; SUPPORTED EMPLOYMENT; CHRONICALLY UNEMPLOYED
ETA LIMITED DISTRIBUTON

### THE NATIONAL SUPPORTED WORK DEMONSTRATION PROJECT: EFFECTS DURING THE FIRST 18 MONTHS AFTER ENROLLMENT

*Rebecca Maynard, Randall Brown, Jennifer Schore, et al*
*April 1979*

NTIS PB299956/AS

## 2D. TRAINING AND APPRENTICESHIP

## 2-028* AN ANALYSIS OF NONREGISTERED APPRENTICESHIP PROGRAMS

*MANPOWER AND EDUCATION RESEARCH ASSOCIATES*
*ARLINGTON, VA.*

*Sol Swerdloff*

*Contract 20-51-80-30*
*Project still in progress*

*Descriptors:* APPRENTICESHIP; CRAFT WORKERS; SKILLED WORKERS

This project will investigate the reasons for registration or nonregistration of their apprenticeship programs by employers. Interviews will be conducted with officials in large firms in five industry divisions in eight cities.

The final report will contain information as to what incentives might induce some of these employers to register their programs or to participate in an alternate reporting system. The findings of this study will provide Federal and State apprenticeship officials with a better understanding of the institutional factors affecting the success or failure of their efforts to promote an expanded system of registered apprenticeship.

*Ongoing project—final report not yet available.

**2-029* AN ASSESSMENT OF THE IMPORTANCE OF FULL-TIME APPRENTICE COORDINATORS IN IMPROVING PROGRAM EFFECTIVENESS**

*NATIONAL CENTER FOR RESEARCH IN VOCATIONAL EDUCATION, THE OHIO STATE UNIVERSITY*
*COLUMBUS, OHIO*

*Dr. Ferman Moody*

*Contract 20-39-80-46*
*Project still in progress*

*Descriptors:* APPRENTICESHIP; LITERATURE REVIEW; SURVEYS

This study will provide information about apprentice coordinators and document their performance in their roles and responsibilities. Findings from a comprehensive survey, indepth case studies in six geographic areas, and a thorough literature review will indicate the conditions under which full-time apprentice coordinators seem warranted or unwarranted. Reports from this study will serve as guides to policymakers and administrators concerned with maintaining, improving, and extending apprenticeship programs.

The increasing complexity of the apprenticeship system and its changing nature suggests that the function of the apprenticeship coordinator (often referred to as the executive director, administrator, training director, executive secretary, school apprenticeship coordinator, or industry apprenticeship coordinator) will become more crucial. Moreover, full-time and part-time coordinators have been employed by local apprenticeship programs for nearly three decades. Although general awareness of this development exists, little is known about the numbers of persons involved or about how current apprentice coordinators carry out their functions. There is aiso a paucity of knowledge and materials relating to the recruitment and selection of coordinators and to their orientation and training.

This proposal addresses three major efforts: (1) A thorough review of the literature; (2) a national survey to provide comprehensive information about existing apprentice coordinators; and (3) an indepth study to determine the conditions under which full-time coordinators appear to be warranted in maintaining, improving, and/or expanding apprenticeship programs.

**2-030* APPRENTICESHIP TRAINING IN SELECTED PUBLIC WORKS OCCUPATIONS AND AGENCIES**

*AMERICAN PUBLIC WORKS ASSOCIATION*
*CHICAGO, ILL.*

*Edward A. Peterson and Malcolm C. Van Deursen*

*Contract 20-17-79-48*
*Project still in progress*

*Descriptors:* APPRENTICESHIP; GOVERNMENT WORK; STATE AND LOCAL GOVERNMENTS; TRAINING

The American Public Works Association will survey its members to determine the apprenticeable occupations and job opportunities for apprentices they provide, distribute the national apprenticeship and training standards that they have developed for eight public works occupations, and conduct a pilot apprenticeship training program for at least two of the eight occupations.

**2-031* COMPUTER TRAINING FOR DEAF/BLIND PERSONS**

*OHLONE COLLEGE*
*FREMONT, CALIF.*

*Roderick J. McDonald*

*Grant 21-06-80-08*
*Project still in progress*

*Descriptors:* HANDICAPPED; VOCATIONAL REHABILITATION; COMPUTER SYSTEMS; VOCATIONAL TRAINING; EQUAL EMPLOYMENT OPPORTUNITY ACT (1972)

This demonstration project enables Ohlone College to expand its program to prepare up to 12 deaf/blind persons as computer programers and to conduct a nationwide job placement effort to open professional job opportunities for fully qualified, handicapped, program graduates. Of an estimated nearly 15,000 deaf/blind persons in the United States, only 4 percent are employed, mostly in sheltered workshops. A significant need exists for high-level training experiences to assist deaf/blind persons to develop the fullest measure of their capabilities in competitive employment.

The project will recruit 12 deaf/blind individuals capable of functioning at the college level in the field of data processing. The students will receive a year-long course in data processing from specialist instructors using individualized instruction techniques and modern data processing equipment. All essential support services are being provided.

Throughout the project, staff will conduct a nationwide promotional and job placement program aimed at opening broader professional job opportunities to qualified deaf/blind individuals. Finally, the project will prepare a report on the experiences of trainees and on the training and placement of deaf/blind persons in computer programing.

**2-032* CONFERENCE ON "APPRENTICESHIP TRAINING: EMERGING RESEARCH AND TRENDS FOR THE 1980'S"**

*NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, CORNELL UNIVERSITY*
*ITHACA, N.Y.*

*Dr. Vernon M. Briggs and Felician Foltman*

*Contract 20-36-79-46*
*Project still in progress*

*Descriptors:* APPRENTICESHIP; CONFERENCES; CRAFT WORKERS; APPRENTICESHIP OUTREACH PROGRAMS; ON-THE-JOB TRAINING (OJT); RELATED INSTRUCTION

The purpose of this contract was to convene a 2-day conference to discuss the findings of new research pertaining to apprenticeship training in the United States. The conference sought to be a vehicle for wider dissemination of the funded research being conducted in the apprenticeship training area. It provided an opportunity to identify new issues and topics that must be studied to form effective and constructive public policy. In meeting face-to-face the various members of the apprenticeship community and the research community were able to develop a better understanding of the issues that are their common interest.

Papers by selected researchers in apprenticeship and by those with operational responsibilities for apprenticeship programs were presented and discussed. These papers included the following: "Legislative Prospects in the Apprenticeship Area"; "Lessons from Foreign Apprenticeship Systems"; "Financial Incentives for Apprenticeship"; "Research Findings on Programs to Achieve Increased Participation of Women in Apprenticeship: Some Preliminary Results"; "Apprenticeship Issues from the Federal Perspective"; "Innovations in Industrial Apprenticeship: The General Motors Experience"; "Innovations in the Apprenticeship Information System"; and "Future Trends and Current Developments in Apprenticeship."

## 2-033* DEVELOPMENT OF A BENEFIT-COST METHODOLOGY FOR APPRENTICESHIP

*MATHEMATICA POLICY RESEARCH, INC.*
*PRINCETON, N.J.*

*Charles D. Mallar and Craig V. D. Thornton*

*Contract 20-34-79-35*
*Project still in progress*

*Descriptors:* APPRENTICESHIP; CONSTRUCTION INDUSTRY; COST EFFECTIVENESS; CRAFT WORKERS; EDUCATION; TRAINING EFFECTIVENESS AND IMPACT

This study will develop a method of measuring the costs and benefits of apprenticeship training. The researchers will also prepare a comprehensive economic analysis of the appropriate role of the Department of Labor in apprenticeship and information on which apprentices, unions, and employers can base their decisions regarding apprenticeship programs.

Preliminary work will consist of developing models of the apprenticeship process and using them to make hypotheses about the benefits and costs of apprenticeship training. The models will also facilitate the preparation of a benefit-cost accounting system. The researchers will work out alternative ways to measure the benefits and costs of apprenticeship training. They will also consider relevant policy issues and propose a research agenda for benefit-cost analysis of apprenticeship programs. The products of the project will be an annotated bibliography on apprenticeship and a final report.

## 2-034 A DOCUMENTATION OF THE LABOR MARKET, TRAINING, AND APPRENTICESHIP DIMENSIONS OF A WOODSWORKING PROGRAM

*OREGON STATE UNIVERSITY*
*CORVALLIS, OREG.*

*Gary W. Sorenson*

*Grant 21-41-78-41*
*Project completed fiscal year 1980*

*Descriptors:* APPRENTICESHIP; ON-THE-JOB TRAINING (OJT); RELATED INSTRUCTION; LABOR DEMAND; TURNOVER; TRAINING EFFECTIVENESS AND IMPACT

This study, conducted in southern Oregon, intended: (1) To design and test apprenticeship standards for woodsworkers; (2) to conduct an on-the-job training program for new woodsworkers; and (3) to prepare documentation concerning training and apprenticeship. The research provided independent assessment of the characteristics of the woodsworker industry in southern Oregon, such as labor market demand, worker safety, worker turnover, industry structure, etc.

The study found a diminishing longrun demand for woodsworkers and relatively high turnover in the industry. Although a strong demand for safety training was identified, what constitutes adequate safety training, how much introductory training is desirable, and in what format training should be, proved debatable. Documentation of the development of a set of pattern standards for apprenticeship in the woodsworking area is provided. Opinions vary on the potential role of apprenticeship in woodsworking. Recommendations are made on how to avoid certain problems in related demonstration efforts—the overall demonstration process, clarity of objectives, managerial skills, and specification of training models.

*Dr. Gary W. Sorenson, Paula Bible, and Dr. John Garland*
*September 1979*

NTIS PB80-147929/AS

## 2-035* ESTABLISHMENT OF A CLEARINGHOUSE OF APPRENTICESHIP INFORMATION

*KIRSCHNER ASSOCIATES, INC.*
*WASHINGTON, D.C.*

*Edward Davin*

*Grant 20-11-78-18*
*Project still in progress*

*Descriptors:* APPRENTICESHIP; INFORMATION

Successful and innovative apprentice training, administrative, and recruitment practices will be selected for

*Ongoing project—final report not yet available.

indepth study. Innovations will be identified and case studies conducted in approximately six programs.

### 2-036 Feasibility of Awarding Postsecondary Education Credit for Apprenticeship Programs

*AMERICAN COUNCIL ON EDUCATION*
*WASHINGTON, D.C.*

*Grant 21-11-77-13*
*Project completed fiscal year 1978*

*John W. Kair*
*April 1978*

*Report Descriptors:* APPRENTICESHIP; UNIVERSITIES AND COLLEGES; RELATED INSTRUCTION

NTIS PB284463/AS

### 2-037* Feasibility Study and Demonstration Project to Establish a One-Stop Apprenticeship Opportunity Center

*THE UNIVERSITY OF TEXAS*
*AUSTIN, TEX.*

*Robert W. Glover*

*Grant 21-48-77-19*
*Project still in progress*

*Descriptors:* APPRENTICESHIP; TESTING; EMPLOYMENT OPPORTUNITIES; CRAFT WORKERS

A one-stop center to register applicants for admission into apprenticeship programs is being tested in two cities. The centers are centralizing and streamlining the application and preliminary screening processes for apprenticeship entry in all occupations in Houston, Texas and Portland, Oregon. Current information on apprenticeship opportunities, remedial and other supportive services and assistance, and testing are available in the centers to qualify youth for apprentice openings.

### 2-038* Making Adults Independent: Job Sequences and Kinship Networks

*CENTER FOR RESEARCH ON THE ACTS OF MAN*
*PHILADELPHIA, PA.*

*Dr. Samuel Z. Klausner*

*Grant 51-42-79-02*
*Project still in progress*

*Descriptors:* WORK INCENTIVE (WIN) PROGRAM; FAMILIES; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; ECONOMIC STATUS; NEW JERSEY

The objectives of this study are to fill gaps in our understanding of the issues involved in making WIN clients economically independent. More specifically, the study will conduct additional analyses of data previously collected, in order to clarify two problems: (1) The effect of labor force entry occupation on subsequent labor force experience and (2) the role of kinship and friendship networks, as economic units in providing assistance to impoverished households within them. These two issues are of current concern for welfare reform and are relevant to potential changes in welfare policy and programs. Findings from the study will be related to policy questions bearing on the problems of job careers or job sequences and on the economic role of friendship and kinship networks.

### 2-039* Multi-Trades Service Center to Serve the Needs of Apprenticeship Applicants

*CONSTRUCTION APPRENTICESHIP PROGRAM*
*HONOLULU, HAWAII*

*Takeshi Uyefugi*

*Contract 20-15-80-33*
*Project still in progress*

*Descriptors:* APPRENTICESHIP; EMPLOYMENT OPPORTUNITIES; CRAFT WORKERS; HAWAII, HONOLULU

This project will establish a multitrade service center to process applications for apprenticeship programs in Honolulu. Patterned after the apprenticeship opportunity center concept currently being tested in two cities, the multitrades service center will centralize registration procedures for all apprenticeship programs in Honolulu. One element of the project will be the development of a direct link between the Comprehensive Employment and Training Act (CETA) programs and the private sector. This will facilitate the transition of CETA program participants, who qualify for apprenticeship, into indentured apprentice slots in private sector employment.

### 2-040* Performance-Based Career Development Under Allied Health Apprenticeship Training

*SOCIETY FOR ADVANCED MEDICAL SYSTEMS (SAMS)*
*BETHESDA, MD.*

*Patricia I. Horner*

*Contract 20-24-79-44*
*Project still in progress*

*Descriptors:* APPRENTICESHIP TRAINING; HEALTH OCCUPATIONS; HEALTH CARE INDUSTRY; INSTRUCTIONAL MATERIALS; TRAINING EFFECTIVENESS AND IMPACT

The Society for Advanced Medical Systems (SAMS) has pioneered the development of apprenticeship in the allied health field. Under a contract with the Bureau of Apprenticeship and Training, SAMS developed national apprenticeship standards for the following four occupa-

tions: health care assistant, biomedical equipment technician, medical secretary (medical administrative assistant), and multicompetent clinical assistant.

To assure the quality of allied health apprenticeship—the development of uniform training for trainers and trainees—and to test the hypothesis of performance-based, self-paced apprenticeship training for allied health personnel, SAMS undertook a project for the Office of Policy, Evaluation, and Research. Its goals were: (1) to develop teaching plans that would enable employers to implement the work processes and related instructions outlined for the various occupations and (2) to develop an instructor's manual for allied health occupations that would "teach the teacher." This was Phase I (completed in July 1980) of a two-phase project that produced the "Instructor's Manual for Allied Health Apprenticeship Training" and the "Training Guide for Health Care Assistant Apprenticeships."

Phase II, the current phase of this project (August 1, 1980 to August 31, 1981), will develop and implement a demonstration project to field test the "Instructor's Manual" and the "Training Guide for Health Care Assistants." In addition, data will be gathered from other sponsors of health care assistant apprenticeship training programs to determine: (1) to what extent, and in what ways the "Instructor's Manual" assists in training health care assistants and (2) how the "Training Guide" assists sponsors in developing performance-based training.

### 2-041* PRIVATE SECTOR OJT OF DISADVANTAGED WORKERS—AN INDUSTRY WIDE APPROACH

*NORTHEASTERN UNIVERSITY*
*BOSTON, MASS.*

*Dr. Morris A. Horowitz*

*Grant 21-25-79-22*
*Project still in progress*

*Descriptors:* TRAINING PRACTICES; JOB RETENTION; DISADVANTAGED; CAREER PATTERNS; TRAINING EFFECTIVENESS AND IMPACT

This project adds a research component to a current demonstration effort supported by the Employment and Training Administration's Office of National Programs to establish a national training program in the women's and children's clothing industry. The demonstration will try to place approximately 1,500 workers, mainly economically disadvantaged minorities and women, in the apparel industry in eight areas across the country.

The research component will investigate a number of issues, including: (1) Factors affecting the retention, training, and earnings of marginal workers and ways to improve their economic status; (2) the effect of variations in income maintenance programs on the labor market for low-income women; (3) the effect of age on productivity; (4) the source of male/female earnings differentials; (5) the best length of time for training; and (6) the determinants of earnings among blue-collar workers.

The research will assess the effectiveness of the demonstration program in increasing the earnings and work force attachment of marginal workers; measure the effectiveness of specific training approaches; and identify training techniques that can be reproduced in other settings. To do so, the researcher will collect and analyze data on pretraining employment and earnings, training plans, and ongoing training. He will also prepare summary evaluations of training, retraining, and upgrading, and conduct a cost-benefit analysis.

### 2-042* A RESEARCH STUDY ON THE EFFECTS OF RELATIVE WAGES ON THE LEVEL OF APPRENTICESHIP TRAINING

*OHIO WESLEYAN UNIVERSITY*
*DELAWARE, OHIO*

*Dr. Robert J. Gitter*

*Contract 20-39-79-45*
*Project still in progress*

*Descriptors:* APPRENTICESHIP; CONSTRUCTION INDUSTRY; CRAFT WORKERS; ELASTICITY OF LABOR DEMAND; TRAINING; ECONOMIC ANALYSIS AND ECONOMETRICS

This study will try to determine how the wages of apprentices, relative to those of journeymen and helpers, affect their numbers. It will investigate the extent to which financial incentives could induce employers to hire more apprentices, estimate the cost of an incentives program, and recommend the incentives that seem most likely to encourage the hiring of apprentices. Bureau of Labor Statistics data on 3,000 firms will be used to construct a model, which will be applied separately to the occupations of carpenters, plumbers, and electricians.

### 2-043 RURAL EMPLOYMENT OUTREACH EXPERIMENTAL AND DEMONSTRATION PROJECT (TENNESSEE-TOMBIGBEE PROJECT)

*THE NATIONAL RURAL CENTER*
*WASHINGTON, D.C.*

*Kenneth Johnson and Curtis Toews*

*Grant 21-11-76-06*
*Project completed fiscal year 1980*

*Descriptors:* RURAL AREAS; WORKER DEVELOPMENT; BLACKS; AFFIRMATIVE ACTION PLANS; RECRUITMENT; CONSTRUCTION INDUSTRY

The objective of this grant was to develop a process for improving the exchange of information and assist in setting up coordinated job referral, affirmative action, and training activities at selected rural demonstration sites, where large-scale Federal construction is being undertaken.

As part of these activities, the grantee helped prepare affirmative action regulations and start outreach and training programs for the minority populations of the demonstration areas. Once the regulations and programs were in operation, the grantee measured their effect in increasing employment opportunities for the minority

*Ongoing project—final report not yet available.

population of the rural areas. This effort was a 4-year project. In the first year, basline data were collected to compare the McClellan-Kerr Arkansas River Navigation Project, which was built without affirmative action regulations and outreach and training programs, with the Tennessee-Tombigbee Waterway, which had regulations and programs that the grantee helped to institute. In the next 2 years, the grantee helped draw up regulations and establish programs at five other sites. In the fourth and final year, the grantee wrote a final research report, a policy paper, and a monograph for community-based groups interested in replicating these activities.

RURAL JOBS FROM RURAL PUBLIC WORKS: A RURAL EMPLOYMENT OUTREACH EXPERIMENTAL AND DEMONSTRATION PROJECT, PHASE ONE, FEBRUARY 1, 1976 TO JANUARY 31, 1977

*Lamond Godwin, Curtis Toews, Kathryn Baker, and John Cornman*
*October 1977*

NTIS PB283093/AS
Also available from the National Rural Center, 1828 L Street, N.W., Suite 1000, Washington, D.C. 20036.

RURAL JOBS FROM RURAL PUBLIC WORKS, PHASE TWO, FEBRUARY 1, 1977, TO JANUARY 31, 1978

*Curtis Toews, Kenneth Johnson, Kathryn Baker, Thomas Till, Walter Davis, and John Cornman*
*January 1978*

NTIS PB283314/AS
Also available from the National Rural Center, 1828 L Street, N.W., Suite 1000, Washington, D.C. 20036.

RURAL JOBS FROM RURAL PUBLIC WORKS, PHASE THREE, FEBRUARY 1, 1978, TO JANUARY 31, 1979

*Curtis Toews, Kenneth Johnson, Kathryn Baker, Walter Davis, Pat Waugh, Ulysses Bell, and John Cornman*
*January 1979*

NTIS PB296245/AS

RURAL JOBS FROM RURAL PUBLIC WORKS, A REPORT OF RESEARCH FINDINGS

*Curtis Toews, Carmen Avila, Kathryn Baker, Walter Davis, and Margaret Lovelace*
*January 1980*

NTIS PB80-137896/AS

LARGE-SCALE FEDERAL CONSTRUCTION PROJECTS AND THE RURAL EMPLOYMENT AND ECONOMIC DEVELOPMENT PROCESS, RECOMMENDATIONS FOR PUBLIC POLICY

*Thomas Till*
*January 1980*

NTIS PB80-137433/AS

CITIZEN GROUPS AND RURAL JOBS. AN INFORMATION HANDBOOK

*Marilyn J. Scurlock and Kenneth Johnson*
*January 1980*

NTIS PB80-137771/AS

## 2-044* STUDY OF APPRENTICESHIP PROGRAMS IN THE SKILLED METAL TRADES OF THE IAM AND AW (INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS)

*INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS*
*WASHINGTON, D.C.*

*Charles E. Bradford*

*Contract 20-11-79-25*
*Project still in progress*

*Descriptors:* APPRENTICESHIP TRAINING; UNIONS; MACHINISTS; MACHINE TOOL INDUSTRY; SKILLED WORKERS; METALWORKING INDUSTRIES

As metal trades craft workers have become more widely distributed over a number of speciality crafts, in more than 20 broadly defined manufacturing industries, the IAM & AW has had difficulty keeping abreast of developments in apprenticeship programs covering its members. Even though the IAM encourages its locals to enter into apprenticeship agreements with all their employers, the union is aware that it does not have complete and precise information on the extent or quality of apprenticeship programs affecting its members.

The purpose of this study is to acquire comprehensive and accurate information on apprenticeship programs for metal trades workers in each industry in which they are employed. In the first phase of the project, the IAM will survey all its local affiliates to determine: (1) The extent to which collective-bargaining agreements spell out the establishment of apprenticeship programs; (2) which of the various metal trades skills are covered; (3) whether programs are active or inactive; and (4) the extent to which joint apprenticeship and training committees are involved in the programs. The union will also gather information on the types of metal trades skills covered by each program and the number of participants at the time of the survey. During subsequent phases the IAM will seek more detailed qualitative information in order to develop and/or upgrade national standards for the various types of apprenticeship programs required and expand and promote apprenticeship among its members.

## 2-045* A STUDY OF CURRENT PRACTICES IN THE ROTATION OF APPRENTICES DURING ON-THE-JOB TRAINING

*ADVANCED RESEARCH RESOURCES ORGANIZATION (ARRO)*
*WASHINGTON, D.C.*

*Dr. Merri-Ann Cooper*

*Contract 20-11-80-50*
*Project still in progress*

*Descriptors:* APPRENTICESHIP TRAINING; RELATED INSTRUCTION; TRAINING EFFECTIVENESS AND IMPACT; CRAFT WORKERS; ON-THE-JOB TRAINING (OJT)

This study will review, document, and analyze current practices in the rotation of apprentices during on-the-job training, focusing on the most effective ways now used of rotating apprentices and possible extensions of those methods to other programs, or the adoption of new methods. The sampling plan provides for the selection of 10 trades, and 5 cities in which there are apprenticeship programs in these trades. Also, 30 or more establishments and contracting firms that are sites for apprenticeship training will be selected. Finally, apprentices in their last year of apprenticeship and journeymen who have recently finished their apprenticeship program will be selected.

## 2-046 A Study to Assess the Feasibility of Developing Measures of the Quality of Training Provided in CETA

*GREAT LAKES RESEARCH, INC.*
*MINNEAPOLIS, MINN.*

*Contract 20-27-78-43*
*Project completed fiscal year 1979*

*William Pollock*
*March 1979*

*Report Descriptors:* EFFECTIVENESS OF PROGRAMS; OCCUPATIONAL TRAINING; TRAINING PROGRAM MANAGEMENT

NTIS PB300601/AS

## 2-047* A Survey of Apprenticeship Programs in U.S. Federal Correctional Institutions

*ASSOCIATE CONSULTANTS, INC.*
*WASHINGTON, D.C.*

*Lawrence Landry and Cindy Azzan*

*Contract 20-11-79-49*
*Project still in progress*

*Descriptors:* APPRENTICESHIP; CORRECTIONS; CRAFT WORKERS; EFFECTIVENESS OF PROGRAMS; OFFENDERS; TRAINING

This study will investigate apprenticeship programs, including those for women, in Federal correctional institutions. Project staff will obtain and analyze specific information on training goals, number of participants by occupation, duration and quality of training, staff, and supportive services. The results will serve as a guide to policymakers who wish to develop or expand such programs.

## 2-048* A Survey of the Practices for the Granting of Advanced Standings or Credit for Previously Acquired Experience, Training, or Skills in Apprenticeship Programs

*KIRSCHNER ASSOCIATES, INC.*
*WASHINGTON, D.C.*

*Barbara Cannon*

*Contract 20-11-80-48*
*Project still in progress*

*Descriptors:* APPRENTICESHIP TRAINING; PREVOCATIONAL TRAINING; ASSESMENT OF APPLICANTS AND TRAINEES; CREDENTIALING; ON-THE-JOB TRAINING (OJT); PREAPPRENTICESHIP TRAINING

This survey will review, document, and analyze current practices and policies for the granting of advanced standing or credit for previously acquired experience, training, or skills in apprenticeship programs across a variety of trades and industries, and among a variety of different sponsors. Roughly six of the larger and more important apprenticeable trades will be selected, half from construction and half from other trades. These will include registered and nonregistered programs. The initial sample of apprentices to be screened with a brief questionnaire will be approximately 3,000, of which it is estimated about 1,200 will be interviewed in depth for more detailed information. This group will include those who are recipients of credit or advanced standing and those who are nonrecipients.

The study will also include a survey of 40 different sets of program personnel, evenly divided among the three major industrial classifications eventually selected for this study. This group includes the following: employers; union representatives; directors and/or training and industry coordinators of vocational, technical, and adult education offering day programs of related instruction; Joint Apprenticeship Committee members; and chairpersons of advisory committees that evaluate and give credit for advanced standing for related instruction in apprenticeship programs. Personal interviews will be conducted with apprenticeship training representatives from Federal and State apprenticeship agencies and State industrial commissions or boards responsible for the development of apprenticeship programs and their effective implementation, and with staff of selected military and correctional institutions involved with either preapprenticeship or apprenticeship programs.

## 2-049* A Survey of the Causes of Retention and Attrition in Apprenticeship Programs with Emphasis on Minorities and Women

*CSR, INC.*
*WASHINGTON, D.C.*

*Edward Davin*

*Contract 20-11-80-29*
*Project still in progress*

*Ongoing project—final report not yet available.

*Descriptors:* APPRENTICESHIP; DROPOUTS; JOB LOSS; JOB RETENTION; MINORITIES; WOMEN

This project will survey 4,300 persons who participated in registered apprenticeship programs to ascertain why they completed or did not complete their apprenticeships. The persons surveyed will be former apprentices in 5 construction and 5 nonconstruction trades in 10 sites throughout the country. There will be oversampling for minorities, females, and persons who participated in nonunion construction apprenticeships.

The project will also survey 870 apprenticeship professionals to determine the causes of retention and attrition in apprenticeship programs. The types of apprenticeship officials to be interviewed include employers, union representatives, training coordinators, instructors, Joint Apprenticeship Committee members, and government apprenticeship officials.

## 2-050* TECHNICAL SUPPORT FOR THE DOL TASK FORCE ON APPRENTICESHIP

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Beatrice G. Reubens*

*Contract 20-36-79-01*
*Project still in progress*

*Descriptors:* APPRENTICESHIP; TRAINING; VOCATIONAL EDUCATION; EUROPE

This project is providing expert assistance to a Department of Labor task force preparing a report on new developments in the apprenticeship systems of foreign countries which may be used to improve the U.S. system.

The Labor Department will assess and compare the apprenticeship systems and other initial vocational training methods used in the United States and other countries. Some subjects to be assessed are the relationship among trade unions, management, and government in operating the apprenticeship system; the role of small firms in apprenticeship; the funding systems used to support apprenticeship; and the effects of the changing occupational distribution of workers on the size and quality of apprenticeship programs.

## 2-051 TO TEST THE FEASIBILITY OF DEVELOPING DATA ON NONREGISTERED APPRENTICES BY OCCUPATION AND INDUSTRY AND STATE USING TWO ONGOING STATISTICAL PROGRAMS

*MANPOWER AND EDUCATION RESEARCH ASSOCIATES*
*ARLINGTON, VA.*

*Grant 21-51-78-22*
*Project completed fiscal year 1978*

REPORT ON PROJECT TO TEST THE FEASIBILITY OF DEVELOPING DATA ON NONREGISTERED APPRENTICES BY OCCUPATION AND INDUSTRY AND BY STATE USING TWO ONGOING STATISTICAL PROGRAMS

*Sol Swerdloff*
*May 1978*

*Report Descriptors:* APPRENTICESHIP; INFORMATION SYSTEMS; EMPLOYMENT AND TRAINING SERVICES INFORMATION; DATA SOURCES AND USE; QUESTIONNAIRE

NTIS PB287192/AS

## 2-052* TRAINING AND RETENTION OF DISADVANTAGED WORKERS IN PRIVATE SECTOR OJT

*HARVARD UNIVERSITY*
*CAMBRIDGE, MASS.*

*Elisabeth K. Allison*

*Grant 21-25-78-31*
*Project still in progress*

*Descriptors:* TRAINING EFFECTIVENESS AND IMPACT; TRAINING PRACTICES; JOB RETENTION; DISADVANTAGED; CAREER PATTERNS

This study adds a research component to a project currently underway to establish a national training program in the men's tailored clothing industry. The project, which calls for training for steady and relatively high-paying jobs located in older urban areas for 1,500 workers, most of whom are economically disadvantaged minorities and women, provides a major placement opportunity. It also permits industry to learn to train more efficiently, reduce turnover, retrain, and upgrade. (The project is being supported by the Employment and Training Administration's Office of National Programs.) The research component investigates a range of problems, including the following: (1) Determining how marginal workers can be brought into full participation in economic life, specifically considering such factors as training method, supervisor characteristics, local economic conditions, and applicant's work history on job retention; (2) measuring the effectiveness of specific training approaches; (3) determining the source of male/female earnings differentials and the effect of age on productivity; and (4) gathering information on how new employees can be more efficiently matched with jobs.

The researcher will collect "base-line" data on the industry's current training practices; conduct statistical analyses, measuring benefits or associating benefits with specific program components; undertake a cost-benefit analysis; and analyze the reproducibility of training methods that are identified as especially effective.

**2-053** VOUCHER FUNDING OF TRAINING: A STUDY OF THE GI BILL

*THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES*
*ARLINGTON, VA.*

*Grant 21-51-75-14*
*Project completed fiscal year 1978*

*Dr. David O'Neill and Sue Goetz Ross*
*October 1976*

*Report Descriptors:* GI BILL OF RIGHTS; RETURNS ON EDUCATIONAL INVESTMENT; TRAINING EFFECTIVENESS AND IMPACT; VETERANS; RETURNS ON TRAINING; TRAINING PROGRAM MANAGEMENT; VOUCHERS FOR TRAINING

NTIS PB258764/AS

**2-054*** WOMEN AND APPRENTICESHIP: A STUDY OF PROGRAMS DESIGNED TO FACILITATE WOMEN'S PARTICIPATION IN SKILLED TRADES

*INSTITUTE FOR WOMEN'S CONCERNS*
*ARLINGTON, VA.*

*Roslyn D. Kane*

*Grant 21-51-79-16*
*Project still in progress*

*Descriptors:* APPRENTICESHIP; APPRENTICESHIP RETENTION; WOMEN; ADJUSTMENT; APPRENTICESHIP OUTREACH PROGRAMS; JOB SATISFACTION

The purpose of this project is to assess the results achieved by 10 selected apprenticeship programs with specific components designed to increase the number of women admitted and retained. Project staff will evaluate current program operations as to the women served, the type of services they receive, the program's success in placing women in apprenticeship, the type of apprenticeship in which they are placed, their retention, and the cost of each component.

On the basis of each program's past performance and achievement of its objectives during the year (when data collection will be standardized and carefully monitored), the researchers will develop a model that can be replicated in other cities. Besides producing a single core model, they will describe additional or alternative components designed to respond to different settings, sources of funding, types of apprenticeship, and economic climates.

The model is expected not only to assist women to overcome their problems but also to help assure employers, unions, and contractors that they will be able to meet their goals and timetables.

2E. UPGRADING AND JOB RESTRUCTURING

**2-055** DEVELOPING STRATEGIES FOR IMPLEMENTING FINDINGS OF HEALTH SERVICES MOBILITY STUDY

*HEALTH AND EDUCATION RESOURCES, INC.*
*BETHESDA, MD.*

*Audrey Moore and Eileen M. Lavine*

*Grant 21-24-78-57*
*Project completed fiscal year 1980*

*Descriptors:* HEALTH OCCUPATIONS; JOB ANALYSIS; JOB DESCRIPTION; HOSPITALS; UPGRADING; EDUCATION

The purpose of this grant was to develop and carry out a national invitational conference to plan specific strategies for and secure commitments to implementation of the findings of the Health Services Mobility Study (HSMS).

The grantee prepared a report of the conference proceedings to stimulate use of the HSMS approach in radiology and radiologic technology to overcome barriers to career mobility and to broaden its application in other health areas.

A monograph was prepared to disseminate information on the job analysis and occupational structuring methodology and its implications for curriculum design, job-relevant education and training, personnel performance evaluation, and cost-effective management of health personnel.

DEVELOPING STRATEGIES FOR IMPLEMENTATION OF THE HEALTH SERVICES MOBILITY STUDY, PROCEEDINGS OF A CONFERENCE, JANUARY 30, TO FEBRUARY 1, 1979.
*April 1979*

NTIS PB296737/AS
Available from Health and Education Resources, Inc., 4733 Bethesda Avenue, Bethesda, Md. 20014
*October 1980*

NTIS
Available from: Health and Education Resources, Inc., 4733 Bethesda Avenue, Bethesda, Md. 20014

**2-056** EXPLORING WAYS TO IMPLEMENT THE HEALTH SERVICES MOBILITY STUDY: A FEASIBILITY STUDY

*HEALTH AND EDUCATION RESOURCES, INC.*
*BETHESDA, MD.*

*Grant 21-24-77-06*
*Project completed fiscal year 1978*

*Eileen M. Lavine and Audrey Moore*
*December 1977*

*Report Descriptors:* HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; JOB DESCRIPTION; EDUCATION

NTIS PB283686/AS

*Ongoing project—final report not yet available.

Also available from Health and Education Resources, Inc., 4733 Bethesda Avenue, Bethesda, Md. 20014.

**2-057 HEALTH SERVICES MOBILITY STUDY (HSMS)**

*THE RESEARCH FOUNDATION OF THE CITY UNIVERSITY OF NEW YORK*
*NEW YORK, N.Y.*

*Contract 82-34-69-34*
*Project completed fiscal year 1978*

TRAIN PRACTICAL NURSES TO BECOME REGISTERED NURSES: A SURVEY OF THE PN POINT OF VIEW (RESEARCH REPORT NO.1 )

*Dr. Eleanor G. Gilpatrick*
*June 1968*

*Report Descriptors:* NURSES; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE

NTIS PB271356/AS
A limited number of copies of selected project reports may be obtained from Dr. Eleanor Gilpatrick, Health Services Mobility Study, 302 West 12th Street, New York, N.Y. 10014.

THE OCCUPATIONAL STRUCTURE OF NEW YORK CITY MUNICIPAL HOSPITALS (RESEARCH REPORT NO.2)

*Dr. Eleanor G. Gilpatrick and Paul K. Corliss*
*1970*

*Report Descriptors:* HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING

NTIS PB273905/AS

THE DESIGN OF CURRICULUM GUIDELINES FOR EDUCATIONAL LADDERS USING TASK DATA, (WORKING PAPER NO. 11)

*Christina Gullion and Dr. Eleanor G. Gilpatrick*
*July 1973*

*Report Descriptors:* CURRICULUMS; UPGRADING; HEALTH OCCUPATIONS; JOB ANALYSIS; TESTING; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; HANDBOOKS

NTIS PB225035/AS

HEALTH SERVICES MOBILITY STUDY, FINAL REPORT FOR THE PERIOD OCTOBER 1967 TO MARCH 1972 (TECHNICAL REPORT NO. 11)

*Dr. Eleanor G. Gilpatrick*
*1972*

*Report Descriptors:* HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB210912/AS

HEALTH SERVICES MOBILITY STUDY, FIRST PROGRESS REPORT FOR PHASE IV FOR THE PERIOD APRIL 1, 1972 TO MARCH 15, 1973. (TECHNICAL REPORT NO. 12)

*Dr. Eleanor G. Gilpatrick*
*1973*

*Report Descriptors:* HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB222321/AS

SUGGESTIONS FOR JOB AND CURRICULUM LADDERS IN HEALTH CENTER AMBULATORY CARE, (RESEARCH REPORTS NOS. 4 AND 5)

*Dr. Eleanor G. Gilpatrick*
*1972*

*Report Descriptors:* HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB269586/AS

HEALTH SERVICES MOBILITY STUDY, AN INTRODUCTION TO THE WORK OF THE HEALTH SERVICES MOBILITY STUDY, AS OF APRIL 1975 (TECHNICAL REPORT NO. 13)

*Dr. Eleanor G. Gilpatrick*
*January 1976*

*Report Descriptors:* HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB252418/AS

TASK DESCRIPTIONS IN DIAGNOSTIC RADIOLOGY (RESEARCH REPORT NO. 7)

VOLUME 1, MEDICAL TASKS: WHAT THE RADIOLOGIST DOES
*July 1976*

*Report Descriptors:* HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; JOB DESCRIPTION; EDUCATION

NTIS PB257224/AS

VOLUME 2, RADIOLOGIC TECHNOLOGIST TASKS DEALING WITH PATIENT PROCEDURES, PART I: TASKS 7 THROUGH 386
*August 1976*

NTIS PB261008/AS

VOLUME 2, RADIOLOGIC TECHNOLOGIST TASKS DEALING WITH PATIENT PROCEDURES, PART II: TASKS 387 THROUGH 526
*August 1976*

NTIS PB261009/AS

VOLUME 3, MACHINE-RELATED, PATIENT CARE, AND ADMINISTRATIVE TASKS
*September 1976*

NTIS PB258653/AS

VOLUME 4, INDEX OF TASKS BY CODE NUMBER AND EXTENDED NAME
*September 1976*

NTIS PB258654/AS

USING TASK DATA IN DIAGNOSTIC RADIOLOGY (RESEARCH REPORT NO. 8)

VOLUME 1, JOB LADDERS: ASSIGNING TASKS TO JOBS

*Dr. Eleanor G. Gilpatrick*
*May 1977*

*Report Descriptors:* HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE

NTIS PB270459/AS

VOLUME 2, CURRICULUM OBJECTIVES FOR RADIOLOGIC TECHNOLOGY

*Dr. Eleanor G. Gilpatrick and Dr. Christina Gullion*
*May 1977*

NTIS PB270460/AS

THE TECHNOLOGIST FUNCTION IN FIELDS RELATED TO RADIOLOGY: TASKS IN RADIATION THERAPY AND DIAGNOSTIC ULTRASOUND (RESEARCH REPORT NO. 9)

*Dr. Eleanor G. Gilpatrick*
*October 1977*

*Report Descriptors:* HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE

NTIS PB289494/AS

RELATING TECHNOLOGIST TASKS IN DIAGNOSTIC RADIOLOGY, ULTRASOUND AND RADIATION THERAPY (RESEARCH REPORT NO. 10)

*Dr. Eleanor G. Gilpatrick*
*October 1977*

NTIS PB289495/AS

THE HEALTH SERVICES MOBILITY STUDY METHOD OF TASK ANALYSIS AND CURRICULUM DESIGN (RESEARCH REPORT NO. 11)

VOLUME 1, BASIC TOOLS: CONCEPTS, TASK IDENTIFICATION, SKILL SCALES, AND KNOWLEDGE SYSTEM
*November 1977*

NTIS PB286913/AS

VOLUME 2, WRITING TASK DESCRIPTIONS AND SCALING TASKS FOR SKILLS AND KNOWLEDGE: A MANUAL
*November 1977*

NTIS PB286914/AS

VOLUME 3, USING THE COMPUTER TO DEVELOP JOB LADDERS
*December 1977*

NTIS PB286915/AS

VOLUME 4, DEVELOPING CURRICULUM OBJECTIVES FROM TASK DATA: A MANUAL

*Dr. Eleanor G. Gilpatrick and Dr. Christina Gullion*
*December 1977*

NTIS PB286916/AS

**2-058*** IMPROVING THE UTILIZATION OF HEALTH PERSONNEL

*NORTHEASTERN UNIVERSITY*
*BOSTON, MASS.*

*Dr. Harold M. Goldstein and Dr. Morris A. Horowitz,*
*Center for Medical Manpower Studies*

*Grant 42-25-72-10 (formerly Contract 41-9-004-23 and Grant 91-23-67-57)*
*Project still in progress*

*Descriptors:* HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; MASSACHUSETTS, BOSTON

The project is currently working on the following research objectives: (1) Projecting changes in the supply and demand of health occupations resulting from alternative national health insurance plans; (2) developing improved estimates of the current supply of health-related workers at both the metropolitan and national level; (3) surveying of graduates, by occupation and profession, of health-related programs in higher education; and (4) continuing efforts to advise hospitals on ways of improving the job and career opportunities of nonprofessional employees.

IMPROVING THE UTILIZATION OF HEALTH MANPOWER TWO-YEAR REPORT OF JUNE 30, 1972, TO JUNE 30, 1974
*July 1974*

*Report Descriptors:* HEALTH OCCUPATIONS; UPGRADING; OCCUPATIONAL MOBILITY; JOB ANALYSIS; MASSACHUSETTS, BOSTON

NTIS PB236324/AS
Also available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

RESEARCH AND DEVELOPMENT IN THE UTILIZATION OF MEDICAL MANPOWER
*October 1974*
Available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

GUIDE TO RESTRUCTURING MEDICAL MANPOWER OCCUPATIONS IN HOSPITALS
*July 1975*
Available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

***Ongoing project—final report not yet available.**

HEALTH PERSONNEL: MEETING THE EXPLOSIVE DEMAND FOR MEDICAL CARE
*July 1977*

*Report Descriptors:* HEALTH OCCUPATIONS; UPGRADING; OCCUPATIONAL MOBILITY; JOB ANALYSIS
Published by Aspen Systems Corporation, 20010 Century Blvd., Germantown, Md. 20767.

ENTRY-LEVEL HEALTH OCCUPATIONS: DEVELOPMENT AND FUTURE
*April 1977*

*Report Descriptors:* HEALTH OCCUPATIONS; UPGRADING; OCCUPATIONAL MOBILITY; JOB ANALYSIS; ENTRY-LEVEL EMPLOYEE PROBLEMS

NTIS PB269790/AS
Available from Center for Medical Manpower Studies, Northeastern University or The Johns Hopkins University Press, (Policy Studies in Employment and Welfare No. 27, $3.25).

UTILIZATION OF HEALTH PERSONNEL: A FIVE HOSPITAL STUDY

VOLUME I, REPORT
*March 1978*

*Report Descriptors:* HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; MASSACHUSETTS, BOSTON

NTIS PB284191/AS

VOLUME II, STATISTICAL TABLES A1-A115
*March 1978*

NTIS PB284192/AS
Available from the Center for Medical Personnel Studies, Department of Economics, Northeastern University, Boston, Mass. 02115.

**2-059*** ISSUES IN MINORITY AND YOUTH UNEMPLOYMENT

*NATIONAL OPINION RESEARCH CENTER CHICAGO, ILL.*

*Robert T. Michael*

*Contract 20-17-80-44*
*Project still in progress*

*Descriptors:* BLACK/WHITE; YOUTH; UNEMPLOYMENT; LABOR FORCE BEHAVIOR; ECONOMIC ANALYSIS AND ECONOMETRICS

This study consists of four separate but related components addressing issues of minority and youth unemployment. Together these four components, undertaken by an interdisciplinary group of principal investigators, will contribute to a better understanding of the factors influencing the level or composition of youth unemployment. Overall responsibility for the total project will be assigned to Robert T. Michael.

Component I, to be undertaken by John Abowd, will examine the effects of Equal Employment Opportunity Commission Legislation on the wages and employment of blacks compared to whites. Component II, to be conducted by Robert Mare and Christopher Winship, will examine the effects of welfare recipiency on youth unemployment both through parents receiving welfare and through the individual youth receiving welfare. Component III, to be done by James Heckman and Marjorie McElroy, will examine how labor supply behavior of various family members affects the labor supply of the other family members, and how family structure and marital status affects youth's labor supply. Component IV, to be undertaken by Robert Michael and Nancy Tuma involves the study of the interrelationships between life cycle transitions (such as leaving home, marrying, and bearing children) and labor force behavior of young men and women.

**2-060** THE MINORITY WOMEN EMPLOYMENT PROGRAM: A NATIONAL DEMONSTRATION PROGRAM TO FACILITATE ENTRY OF MINORITY WOMEN INTO MANAGERIAL, PROFESSIONAL, AND TECHNICAL OCCUPATIONS

*RECRUITMENT AND TRAINING PROGRAM, INC. NEW YORK, N.Y.*

*Contract 20-36-75-15*
*Project completed fiscal year 1978*

VOLUME I

*Robert W. Glover and Paula S. Greenfield*
*November 1976*

*Report Descriptors:* MINORITIES; COUNSELING AND GUIDANCE; JOB PLACEMENT; RECRUITMENT; HIRING PRACTICES; WOMEN; OKLAHOMA, TULSA; OHIO, DAYTON; OHIO, CINCINNATI; CALIFORNIA, LOS ANGELES; TEXAS, DALLAS; TEXAS, HOUSTON; LOUISIANA, NEW ORLEANS; GEORGIA, ATLANTA; OKLAHOMA, OKLAHOMA CITY

NTIS PB264940/AS

VOLUME II
*November 1976*

NTIS PB264941/AS

PLACING MINORITY WOMEN IN PROFESSIONAL JOBS

*Robert W. Glover*
*February 1977*

*Report Descriptors:* RECRUITMENT; MINORITIES; WOMEN; WHITE-COLLAR OCCUPATIONS; JOB PLACEMENT; JOB DEVELOPMENT; HANDBOOKS
ETA R&D MONOGRAPH NO. 55

STEPPING UP: PLACING MINORITY WOMEN INTO MANAGERIAL AND PROFESSIONAL JOBS

*Robert W. Glover, Paula S. Greenfield, Allan King, and Paulette Norvell*
*1979*

*Report Descriptors:* MINORITIES; COUNSELING AND GUIDANCE; JOB PLACEMENT; WOMEN; RECRUITMENT; OKLAHOMA, TULSA; OHIO, DAYTON; OHIO, CINCINNATI; CALIFORNIA, LOS ANGELES; GEORGIA, ATLANTA; OKLAHOMA, OKLAHOMA CITY
Available from: Olympus Publishing Company, 1670 East 1300 South, Salt Lake City, Utah 84105.

### 2-061 RTP/Arkansas State Employment Service Demonstration Project for Placing Minorities in Professional and Managerial Jobs

*RECRUITMENT AND TRAINING PROGRAM, INC.*
*NEW YORK, N.Y.*

*William Ross*

*Contract 20-36-77-13*
*Project completed fiscal year 1980*

*Descriptors:* MINORITIES; COUNSELING AND GUIDANCE; JOB PLACEMENT; PUBLIC EMPLOYMENT SERVICE; RECRUITMENT; ARKANSAS, LITTLE ROCK; ARKANSAS, FORT SMITH

This was a 2-year demonstration project testing the feasibility of joint efforts between local employment service operations and the Minority Women Employment Program (MWEP). It used techniques developed for placing college-educated minority women in professional, technical, and managerial jobs (see Contract 20-36-75-15) and in special "outreach" programs that place minority youth in building trades apprenticeships. The program was tested in the Little Rock and Fort Smith, Ark., employment service offices and increased the placement of college-educated minority women and men in jobs commensurate with their skills.

Placement techniques included locating well-qualified applicants, preparing them to perform well in the screening procedures of applicable firms, providing counseling, making employer contacts, and conducting job development. The project includes a research component, with staff from the University of Texas documenting and assessing the effectiveness of the project, providing research assistance, and assisting in training project staff.

*Paula S. Greenfield*
*October 1979*

NTIS PB80-101561/AS

### 2-062* RTP/State Employment Service Demonstration Project for Placing Minorities in Managerial and Professional Jobs

*RECRUITMENT AND TRAINING PROGRAM, INC.*
*NEW YORK, N.Y.*

*William Ross*

*Contract 20-36-79-29*
*Project still in progress*

*Descriptors:* MINORITIES; JOB PLACEMENT; PUBLIC EMPLOYMENT SERVICE; RECRUITMENT; COUNSELING AND GUIDANCE; ARIZONA, PHOENIX

This demonstration project will test the feasibility of linking the Recruitment and Training Program, Inc. (RTP), with a State employment service in order to increase placement of minorities in managerial, professional, and technical jobs. RTP will serve as an adjunct to a local public employment service office, providing special applicant recruitment, job development, and job readiness counseling for college-educated minority women and men. These techniques proved highly successful in the Minority Women Employment Program (MWEP) demonstration, which placed minority women in professional, managerial, and technical jobs in firms and industries that had previously employed few or no minorities in such positions (see contract 20-36-75-15).

In the current project, staff work with a State employment service to serve minorities, and assess the effectiveness of contract services in increasing opportunities for minorities in high-level jobs.

### 2-063 Survey of Sheltered Workshops and Their Handicapped Clients

*EMPLOYMENT STANDARDS ADMINISTRATION,*
*U.S. DEPARTMENT OF LABOR*
*WASHINGTON, D.C.*

*Contract 20-11-73-25*
*Project completed fiscal year 1978*

SHELTERED WORKSHOP STUDY: A NATIONWIDE REPORT ON SHELTERED WORKSHOPS AND THEIR EMPLOYMENT OF HANDICAPPED INDIVIDUALS

*Claude W. Whitehead and Jack I. Karlin*
*1977*

*Report Descriptors:* REHABILITATION; SHELTERED WORKSHOPS; HANDICAPPED; ASSESSMENT AND EVALUATION; FAIR LABOR STANDARDS ACT; FRINGE BENEFITS; JOB PLACEMENT
ETA
Reports are available from Employment Standards Administration, U.S. Department of Labor, Division of Research, Washington, D.C. 20210.

STATISTICAL APPENDIX
*June 1977*
ETA

VOL. II

*Claude W. Whitehead and Leonard S. Baker*
*March 1979*

*Report Descriptors:* SHELTERED WORKSHOPS; HANDICAPPED; EMPLOYMENT; INCOME; REHABILITATION; FRINGE BENEFITS
ETA COPIES LIMITED

*Ongoing project—final report not yet available.

## 2F. WELFARE RECIPIENT PROGRAMS

### 2-064 An Analysis of Unassigned Recipients in the WIN Program

*P/RA RESEARCH, INC.*
*EAST MEADOW, N.Y.*

*Contract 51-36-76-03*
*Project completed fiscal year 1978*

*Robert Anderson*
*April 1978*

*Report Descriptors:* WORK INCENTIVE (WIN) PROGRAM; WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN

NTIS PB284870/AS

### 2-065* Assessment of a WIN Quality Training Demonstration Program

*BUREAU OF SOCIAL SCIENCE RESEARCH, INC.*
*WASHINGTON, D.C.*

*Laure M. Sharp*

*Grant 51-11-78-03*
*Project still in progress*

*Descriptors:* TRAINING; WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE PROGRAMS

This experimental project is testing whether long-term, high-quality skill training can enable female heads of households on AFDC to move from the secondary to the primary labor market and become self-supporting. The project is an initial effort to explore the feasibility of establishing a training component comprised of selected training institutions that offer tightly structured instructional formats, remedial education for trainees without high school equivalencies, and a proven record of placing graduates in expanding occupations with starting wages of more than $10,000 per year. The project is operating in Chicago, Ill., and Columbus, Ohio under contract with the Bell and Howell Education Group.

The researchers are using a random experimental control group to compare the outcomes for women taking the training and those receiving shorter term WIN services. The project is exploring the following questions: (1) Is there a pool of female WIN registrants who can meet eligibility criteria and are likely to succeed in high-quality skill training? (2) What is the expected dropout rate of such a program and how can it be minimized? (3) What are the job market outcomes for program completers? Analysis will be based upon interviews collected before, during, and after the training.

PHASE I REPORT: CHARACTERISTICS OF PARTICIPANTS

*Richard White*
*April 1980*

*Report Descriptors:* TRAINING; WORK INCENTIVE (WIN) PROGRAM; WELFARE PROGRAMS; ILLINOIS, CHICAGO; OHIO, COLUMBUS

NTIS PB80-193428/AS

### 2-066* Baseline Household Surveys for the Employment Opportunity Pilot Projects

*WESTAT, INC.*
*ROCKVILLE, MD.*

*David M. Maklan*

*Contract 20-24-79-23*
*Project still in progress*

*Descriptors:* JOB CREATION; PUBLIC EMPLOYMENT PROGRAMS; HOUSEHOLDS; WELFARE PROGRAMS; WELFARE RECIPIENTS

This project will conduct surveys to obtain labor force and other information on households in each of the 15 areas involved in the Employment Opportunity Pilot Projects. Data from the surveys will be used for a variety of evaluative research and operational purposes. Among them are verifying microsimulation model estimates of the demand for jobs, setting local wage rates for public service jobs, planning program services by CETA prime sponsors, and measuring the impact of the projects on participants and on local labor markets.

The surveys will also help to verify estimates of the need for public service jobs under welfare reform and provide other information required to plan and operate such a program.

### 2-067* Client Tracking and Reporting System (CTARS)

*INFOSYSTEMS TECHNOLOGY, INC.*
*GREENBELT, MD.*

*Dr. Charles J. Testa*

*Contract 20-24-80-09*
*Project still in progress*

*Descriptors:* COMPUTER SYSTEMS; DATA SOURCES AND USE

The Client Tracking and Reporting System (CTARS) is an information system designed to support the management of employment, training, and placement programs administered through the Comprehensive Employment and Training Act (CETA). These include not only the program operated by the 16 prime sponsors in the Employment Opportunity Pilot Program (EOPP). The CTARS system also provides the flexibility to integrate Work Incentive (WIN) Program management information and to interface with the Employment Security Automated Reporting System (ESARS).

### 2-068* DESCRIPTIVE NARRATIVE ASSESSMENT OF MILWAUKEE COUNTY'S WORK ASSISTANCE PROGRAM

*THE UNIVERSITY OF WISCONSIN, MILWAUKEE*
*MILWAUKEE, WIS.*

*Philip E. Lerman*

*Grant 21-55-79-14*
*Project still in progress*

*Descriptors:* SHELTERED WORKSHOPS; WELFARE RECIPIENTS; JOB CREATION; WELFARE PROGRAMS; DISADVANTAGED; CETA PROGRAMS; SOCIAL POLICIES; WISCONSIN, MILWAUKEE

This project will plan and conduct a descriptive assessment of the Work Assistance Program (WAP) in Milwaukee County, Wis. The WAP provides general work experience, job training, and placement to persons applying for or receiving general assistance. It is financed under CETA and title XX of the Social Security Act and is operated by a consortium of 11 public and private agencies. The program is generally considered successful in encouraging work by general assistance recipients and thereby reducing local property taxes.

The researcher will describe the program's history, operations, and impact on general assistance recipients and examine its significance. This examination should be of particular value to policymakers concerned with welfare reform.

### 2-069 DESIGN OF THE STUDY OF LABOR MARKET IMPACTS OF EMPLOYMENT OPPORTUNITY PILOT PROJECTS

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Irwin Garfinkel*

*Contract 20-55-79-30*
*Project completed fiscal year 1980*

*Descriptors:* JOB CREATION; WELFARE PROGRAMS; WELFARE RECIPIENTS; PUBLIC EMPLOYMENT PROGRAMS; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION

This project developed a comprehensive research design to determine the labor market impacts of the Employment Opportunity Pilot Projects. The design covers the effects of the pilot projects on: (1) The stock of low-wage jobs available throughout the labor market; (2) the wage levels of these jobs; (3) the composition of employees in low-wage jobs; (4) the flow of persons into and out of the labor market; (5) the amount and duration of unemployment among both persons eligible for the pilot projects and those not eligible; and (6) the flow of persons into and out of special public service employment as well as unsubsidized jobs.

A major purpose of the pilot projects is to produce the information needed to estimate the demand for public service jobs and training slots under a proposed national welfare reform program. The research is therefore, designed so as to permit inclusion of the resulting data in a microsimulation model that can be used to estimate this demand.

*Dr John H. Bishop, Dr. Michael Keeley, and Dr George Farkas et al*
*December 1979*

*Report Descriptors:* JOB CREATION; LABOR MARKET BEHAVIOR; WELFARE RECIPIENTS; WELFARE PROGRAMS; LABOR MARKET INFORMATION; PUBLIC EMPLOYMENT PROGRAMS
Available from The Institute for Research on Poverty, The University of Wisconsin, Madison, Wis. 53706.

### 2-070* AN EMPLOYMENT OPPORTUNITY PILOT PROJECTS RESEARCH DESIGN

*MATHEMATICA POLICY RESEARCH, INC.*
*PRINCETON, N.J.*

*J. Alan Brewster*

*Contract 20-34-79-24*
*Project still in progress*

*Descriptors:* JOB CREATION; WELFARE PROGRAMS; PUBLIC EMPLOYMENT PROGRAMS; WELFARE RECIPIENTS

The objective of this project is to develop a comprehensive research design for the Employment Opportunity Pilot Projects. This design, when carried out, will provide information on the feasibility and effectiveness of the pilot projects which will permit judgements about a nationwide program. The research will supply comprehensive information on such major issues as: (1) The job creation capacity of CETA prime sponsors; (2) the employability of project participants; (3) the accuracy of microsimulation estimates of the demand for jobs; (4) interactions with ongoing employment and income assistance programs; (5) organizational arrangements of the job supply delivery system; (6) effects on participants and the family unit; and (7) effects on the larger community. This information, plus the experience of the pilot projects, will facilitate nationwide implementation of the jobs component of welfare reform and permit refined estimates of total costs and service needs.

### 2-071 EOPP CLIENT TRACKING MANAGEMENT INFORMATION SYSTEM

*INFOSYSTEMS TECHNOLOGY, INC.*
*FALLS CHURCH, VA.*

*Dr. Charles J. Testa*

*Contract 20-51-79-34*
*Project completed fiscal year 1980*

*Descriptors:* COMPUTER SYSTEMS

The contractor developed an interim client tracking and management information system for the Employment Opportunity Pilot Projects (EOPP), which are testing

*Ongoing project—final report not yet available.

the jobs component of the Administration's welfare reform proposal. This interim system provided needed information for monitoring, reporting to the President and the Congress, and analyzing the project from startup until a permanent system was fully developed by another contractor.

To develop the interim system the contractor : (1) Analyzed the interim EOPP data base to insure that it met Department of Labor requirements; (2) developed a detailed design of the interim data base; (3) developed the system software to meet the Department's requirements; (4) tested the system and monitored its startup operation; (5) built a test data base and conducted an acceptance test; and (6) reported on the test results.

## 2-072 An Evaluation of the Massachusetts Work Experience Program

*BRANDEIS UNIVERSITY*
*WALTHAM, MASS.*

*Dr. Leonard J. Hausman*

*Grant 51-25-78-02*
*Project completed fiscal year 1980*

*Descriptors:* UNEMPLOYED; WORK-EXPERIENCE PROGRAMS; WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN

This study evaluated an experiment conducted by the Massachusetts Work Incentive (WIN) Program, in which long-term unemployed fathers currently in the WIN unassigned pool were reappraised and, if found suitable, assigned to 13 weeks of work experience. The work experience was combined with job counseling and job search for 2 days a week. In addition, the project waived the rule denying welfare to families of fathers who work more than 100 hours a month, which is often cited as an employment disincentive.

After the reappraisal, those found suitable for work experience were randomly assigned to one of three treatments: (1) Work experience and job counseling plus waiver of the 100-hour work limitation; (2) waiver of the 100-hour limitation only; and (3) regular WIN services, with no new treatment or waiver. The men receiving the third assignment will serve as a control group.

There were no statistically significant effects of either the work experience program or the waiver of the 100-hour rule on the probability of finding of a job or on the nature of the jobs found. Of the roughly 5,000 WIN unassigned recipients in Massachusetts, approximately 1,000 were found appropriate for this program. However, only 256 men ever appeared at work sites during the 15 months the program ran; no more than 27 worked for the full 13-week assignment. The study emphasizes the process flows behind these numbers and the implementation problems associated with large-scale workfare programs.

*Barry L. Friedman, Barbara Davenport, Robert Evans, Jr., Andrew Hahn, Leonard J. Hausman, and Cecile Parino*
*August 1980*

*Report Descriptors:* WORK EXPERIENCE PROGRAMS; WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN; MASSACHUSETTS

NTIS

## 2-073* An Extended Analysis of the AFDC-U Program

*INSTITUTE OF BUSINESS AND ECONOMIC RESEARCH*
*BERKELEY, CALIF.*

*Dr. Michael L. Wiseman*

*Contract 51-06-77-02*
*Project still in progress*

*Descriptors:* WORK INCENTIVE (WIN) PROGRAM; SUPPORTIVE SERVICES; POVERTY; AID TO FAMILIES WITH DEPENDENT CHILDREN

This study is examining the relationship between receipt of employment-related services and movement off welfare in the unemployed parent segment of the Aid to Families with Dependent Children (AFDC) caseload. The primary data source is the Alameda County welfare sample collected during the welfare explosion years 1967-72. This sample was to provide information on the changing composition of the AFDC caseload over time (cross section data) and information on movements to and from welfare dependence under various administrative procedures and economic conditions (longitudinal data). Initial data from this sample indicate that receipt of a job and other supportive services significantly raises the probability that a father will be employed within 3 months. This study will seek to explain this effect by isolating those employment-related services that seem to produce an increase in employability. Client characteristics will also be disaggregated to determine those types of individuals for whom services do or do not make a difference. The study will also examine the likelihood that the family will return to the AFDC rolls in the future.

## 2-074 Feasibility Study for the Introduction of Vouchers into the Work Incentive Program

*BUREAU OF SOCIAL SCIENCE RESEARCH, INC.*
*WASHINGTON, D.C.*

*Grants 51-11-73-02 and 51-41-74-01*
*Project completed fiscal year 1978*

THE FEASIBILITY OF VOUCHERED TRAINING IN WIN: REPORT OF THE FIRST PHASE OF A STUDY

*Dr. Ann Richardson and Dr. Laure M. Sharp*
*December 1974*

*Report Descriptors:* VOUCHERS FOR TRAINING; VOCATIONAL EDUCATION; WORK INCENTIVE (WIN) PROGRAM; TRAINING ALLOWANCES; WELFARE RECIPIENTS

NTIS PB238495/AS

SCHOOL'S RESPONSES TO VOUCHERED VOCATIONAL TRAINING: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

*Bruce B. Dunning and James L. Unger*
*July 1975*

NTIS PB246499/AS

OCCUPATIONAL CHOICES AND VOCATIONAL SCHOOL SELECTIONS: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

*Bruce B. Dunning*
*December 1976*

*Report Descriptors:* WORK INCENTIVE (WIN) PROGRAM; JOB PLACEMENT; VOUCHERS FOR TRAINING; OREGON

NTIS PB261924/AS

VOUCHERED SKILL TRAINING IN WIN: PROGRAM GUIDELINES AND SELECTED EMPIRICAL FINDINGS

*Dr. Ann Richardson*
*February 1977*

*Report Descriptors:* VOUCHERS FOR TRAINING; WORK INCENTIVE (WIN) PROGRAM; WELFARE RECIPIENTS; OREGON, PORTLAND; MARYLAND, BALTIMORE; HANDBOOKS

NTIS PB264976/AS

THE FEASIBILITY OF FEASIBILITY TESTING: OBSERVATIONS FROM THE PORTLAND WIN VOUCHER TEST

*Carol Greenhouse*
*May 1977*

*Report Descriptors:* WORK INCENTIVE (WIN) PROGRAM; PARTICIPANT-OBSERVER METHODOLOGY; VOUCHERS FOR TRAINING; OREGON

NTIS PB270419/AS

TRAINING EXPERIENCES AND EARLY EMPLOYMENT PATTERNS: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

*Lottie Mosher*
*August 1977*

*Report Descriptors:* WORK INCENTIVE (WIN) PROGRAM; VOUCHERS FOR TRAINING; JOB PLACEMENT; OREGON

NTIS PB285113/AS
GPO

EMPLOYER'S RESPONSES TO VOUCHERED ON-THE-JOB TRAINING IN THE PORTLAND WIN PROGRAM

*Dr. John C. Weidman*
*May 1978*

*Report Descriptors:* WORK INCENTIVE (WIN) PROGRAM; EMPLOYER ATTITUDES; JOB PLACEMENT; VOUCHERS FOR TRAINING; OREGON

NTIS PB285061/AS

POSTTRAINING OUTCOMES: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

*Bruce B. Dunning*
*October 1977*

*Report Descriptors:* WORK INCENTIVE (WIN) PROGRAM; VOUCHERS FOR TRAINING; JOB PLACEMENT; OREGON

NTIS PB284986/AS

## 2-075* FOOD STAMP WORKFARE DEMONSTRATION PROJECTS

*KETRON, INC.*
*WAYNE, PA.*

*Dr. Michael Temple*

*Contract 20-42-79-38*
*Project still in progress*

*Descriptors:* WORK INCENTIVES; WELFARE RECIPIENTS; NUTRITION

Phase I. The Food Stamp Workfare Demonstration Projects are testing the feasibility of putting unemployed recipients of food stamps to work. In these projects, people not exempt from work registration have 30 days after applying for food stamps to find full-time employment. Those unable to do so are placed in public service employment to work enough hours at the minimum wage to earn (work off) their food stamp allotments.

The contractor is conducting both process and impact evaluation of this project and will also carry out cost and benefit analyses. Phase I operated in six sites. Findings will be available by October 1980.

Phase II. It is scheduled to begin operation on October 1, 1980, and will be conducted in 14 sites. The project's objectives will be the same as those stated for Phase I.

## 2-076* THE IMPACT OF FEDERAL SECURITY PROGRAMS ON WORK INCENTIVES AND FAMILY STABILITY: A COMPARATIVE LOOK AT RECIPIENTS OF WELFARE, WIN SERVICES, AND UNEMPLOYMENT COMPENSATION

*WORCESTER POLYTECHNIC INSTITUTE*
*WORCESTER, MASS.*

*Dr. Leonard Goodwin*

*Grant 51-25-77-05*
*Project still in progress*

*Ongoing project—final report not yet available.

*Descriptors:* WELFARE RECIPIENTS; WORK INCENTIVE (WIN) PROGRAM; WORK ATTITUDES; UNEMPLOYMENT INSURANCE; FAMILIES; LOW INCOME

This 2 1/2-year study is designed to determine whether expansion of benefits to welfare recipients has a negative effect on work orientations, work effort, and family stability. The researcher is also considering such issues as: (1) What role can WIN play in overcoming any negative effects? (2) Does the unemployment compensation program enable persons with low work ethics to leave the labor force? (3) What are the work orientations of low- to middle-income persons who receive no welfare or unemployment insurance benefits? (4) How have work orientations changed during the 7 years since a similar study was conducted? Project staff are interviewing four groups of persons in each of three cities initially and a year later. Two groups consist of male and female household heads, one of which receives welfare and WIN services and the other welfare only, even though its members are eligible for WIN services. Recipients of unemployment insurance make up a third group. A final group consists of low- to middle-income persons not receiving income security benefits. The mean values for the various work and family orientations will be compared with those for groups receiving benefits. Such comparisons will indicate whether those who initially accept benefits have lower work ethics, less confidence in themselves, greater acceptance of Federal benefits, or less family commitment than those in the regular work force.

The study is expected to fill gaps in understanding the orientations and experiences that lead persons to accept income security benefits as well as the impact of those benefits on orientations and subsequent work experiences. Findings should have policy implications for issues ranging from eligibility standards for benefit programs to questions of job creation versus benefits for the unemployed.

## 2-077 AN INSTITUTIONAL ANALYSIS OF THE WORK INCENTIVE PROGRAM

*THE URBAN INSTITUTE*
*WASHINGTON, D.C.*

*Dr. Mark L. Chadwin*

*Contract 51-11-77-01*
*Project completed fiscal year 1980*

*Descriptors:* WORK INCENTIVE (WIN) PROGRAM; ORGANIZATIONAL ENVIRONMENT; ORGANIZATIONAL STRUCTURE; INTERSYSTEM LINKAGES

The objectives of this study were to describe present institutional arrangements for delivering WIN services, their effectiveness given existing economic, political, social, and environmental constraints, and the potential of various strategies for aiding State organizations in the delivery of WIN services. To do so, the researcher identified the internal and external organizational characteristics associated with high and low levels of local office performance, constructing model delivery systems from existing WIN structures, and suggesting a series of models for various environments. A number of factors were used to select the States and sites for the study to insure that the various organizational characteristics of the WIN system were adequately represented. They included, but were not limited to, colocation of ES, WIN, and welfare units, integrated ES/WIN units, completely separate ES/WIN operations, and WIN/welfare integration. Statistical controls were used to separate institutional and noninstitutional factors that account for variations in the performance of local sites. Performance was judged on the basis of a composite measure derived from the WIN allocation formula.

The study found that high performing State and local WIN programs were managed and operated differently from low performing programs. The high performers tended to do more training of staff, have a clearer perception of the job quality and quantity goals of the program, have less ESARS problems, a broader definition of the mission of the SAU units, and better techniques for communicating with the welfare intake office. The study concludes by providing recommendations for improving locally forming WIN programs.

## IMPLEMENTING WELFARE EMPLOYMENT PROGRAMS: AN INSTITUTIONAL ANALYSIS OF THE WORK INCENTIVE PROGRAM

*John J. Mitchell, Mark L. Chadwin, and Demetra S. Nightingale*
*July 1979*

NTIS PB80-102841/AS

ETA R&D MONOGRAPH NO. 78
*October 1979*

## 2-078 THE INTERGENERATIONAL TRANSFER OF POVERTY

*THE URBAN INSTITUTE*
*WASHINGTON, D.C.*

*Dr. Frank S. Levy*

*Contract 51-11-78-01*
*Project completed fiscal year 1980*

*Descriptors:* WORK INCENTIVE (WIN) PROGRAM; SOCIAL MOBILITY; AID TO FAMILIES WITH DEPENDENT CHILDREN

This project used the Michigan Survey Research Center's Panel Study of Income Dynamics for the years 1967 to 1975, to investigate the extent to which poverty and welfare status are transmitted from one generation to the next. The following basic issues were addressed: (1) What is the relationship between growing up in a female-headed household on welfare and the likelihood that welfare dependency will be transmitted from one generation to the next? (2) What is the relationship between the wages of fathers and sons, and mothers and daughters, and to what extent are low-wage rates transmitted from one generation to the next? (3) What is the relationship of unemployment between fathers and sons and what are

the influences of family characteristics on the sons' emergence into the adult labor markets? (4) Are young women similarly tracked into experiences of systematic adult unemployment as they go from the teenage labor market into the adult labor market? (5) To what extent do children of poor families form nonpoor households?

The study concludes that family origins exert a moderate impact on one's economic status—strong enough to make a difference but not so strong as to constitute any iron law that locks successive generations into poverty. The absolute chance of forming a poverty household by a person from a poverty household was about .3, while corresponding probabilities for children from higher income groups was about .1. Although these differences are significant, the majority of children in both groups formed nonpoor households. Teenagers from female-headed welfare families tended to face the worst case scenarios. The researchers suggest employment and training programs focus on them.

A separate paper addresses differences over time in black and white income distributions.
*January 1980*

NTIS PB80-215197/AS

### THREE QUESTIONS ON BLACK AND WHITE INCOME DISTRIBUTION 1963-1976

*April 1979*

NTIS PB80-215064/AS

## 2-079 Investigation of Feasibility and Need Factors Involved in the Establishment of Special WIN Units for Women Losing AFDC Eligibility

*UNIVERSITY OF CONNECTICUT*
*STORRS, CONN.*

*Dr. Jane Berry, Dr. Ester McCabe, and Shelia Coutant*

*Grant 51-09-79-01*
*Project completed fiscal year 1980*

*Descriptors:* WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; NORTH CAROLINA; TEXAS; CONNECTICUT

This project investigated the special needs of women about to lose their eligibility for Aid to Families with Dependent Children and proposed the services required to help these homemakers find and keep jobs. It examined the feasibility of setting up special units in the Work Incentive Program to provide these services.
*May 1980*

NTIS PB80-181092/AS

## 2-080 The Job-Finding Club as a Method for Obtaining Employment for Welfare-Eligible Clients

*ANNA MENTAL HEALTH AND DEVELOPMENTAL CENTER*
*ANNA, ILL.*

*Contract 51-17-76-04*
*Project completed fiscal year 1979*

### THE JOB-FINDING CLUB AS A METHOD FOR OBTAINING EMPLOYMENT FOR WELFARE ELIGIBLE CLIENTS: DEMONSTRATION, EVALUATION, AND COUNSELOR TRAINING

VOLUME I

*Dr. Nathan H. Azrin*
*July 1978*

NTIS PB287332/AS

### JOB CLUB PROCEDURES AND THEIR APPLICABILITY TO THE WIN PROGRAM

VOLUME II APPENDIX

*Nathan H. Azrin and Robert Phillip*
*July 1978*

NTIS PB291558/AS

## 2-081 Men in WIN

*IMPACT, INC.*
*MINNEAPOLIS, MINN.*

*Contract 51-17-76-05*
*Project completed fiscal year 1978*

### EMPLOYMENT SERVICES AND THE SERVICE NEEDS OF FOOD STAMP WORK REGISTRANTS

*Robert Grams, William Pollock, and Dara Hunt*
*August 1978*

*Report Descriptors:* FOOD STAMP RECIPIENTS; WELFARE PROGRAMS; PUBLIC EMPLOYMENT SERVICE

NTIS PB286182/AS

### MEN IN WIN: AN EXAMINATION OF FACTORS RELEVANT TO PARTICIPATION IN THE WIN PROGRAM

*Dr. Robert Grams, William Pollock, and Rachel Rohde*
*September 1978*

*Report Descriptors:* WORK INCENTIVE (WIN) PROGRAM; WELFARE LEGISLATION; AID TO FAMILIES WITH DEPENDENT CHILDREN; MALE/FEMALE

NTIS PB284986/AS

## 2-082* Minnesota Work Equity Program

*EMPLOYMENT AND TRAINING ADMINISTRATION, REGION V*
*CHICAGO, ILL.*

*Marion Smith*

*Contracts 20-17-77-42 and 51-17-77-06*
*Project still in progress*

*Ongoing project—final report not yet available.

*Descriptors:* PUBLIC EMPLOYMENT PROGRAMS; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; WORK EQUITY PROGRAM (WEP); MINNESOTA

The Minnesota Work Equity Program (WEP) is testing the operational feasibility and the social and economic effectiveness of a new service system that is providing guaranteed work or training as an alternative to income transfer programs. More specifically, it is testing the feasibility of large-scale public job creation, a uniform work requirement for several income transfer programs, and comparative costs of WEP and income transfer programs. All of these are directly relevant to welfare reform proposals.

Participants in WEP are employable persons drawn from the AFDC (including unemployed fathers) and general assistance populations, with first priority being given to families with children. Participants are receiving the full array of employment and training services, from initial testing, counseling, and employability plan development through training and public job creation, to job development and placement in nonsubsidized jobs. It is estimated that 50 percent of the participants will be placed in public job slots that are being newly created at or near the minimum wage, about 25 percent in on-the-job training slots, 15 percent in classroom training, and 10 percent in nonsubsidized jobs. Special intensive job search efforts are being required of participants at the beginning of their project participation, and periodically during their stay in the project, with the aim of securing nonsubsidized employment as expeditiously as possible.

The project is under the general direction of the Minnesota Employment Services, with the close cooperation of the Department of Public Welfare and the St. Paul Department of Employment Security. It is being operated in St. Paul and a number of counties in southern and central Minnesota. It is estimated that up to 4,000 persons will be served during the first year of operation.

Research on the program's processes and impacts is being performed under separate contract with an independent research firm (see Contract No. 20-25-77-15).

## 2-083 PATERNAL AUTHORITY AND THE OUTCOME OF WORK TRAINING AND INCOME MAINTENANCE PROGRAMS

*CENTER FOR RESEARCH ON THE ACTS OF MAN*
*PHILADELPHIA, PA.*

*Grants 12-42-74-11 and 51-42-73-05 (formerly contract 51-42-72-02)*
*Project completed fiscal year 1978*

*Dr. Samuel Z. Klausner*
*May 1978*

*Report Descriptors:* FAMILIES; DISADVANTAGED; WORK INCENTIVE (WIN) PROGRAM; NEW JERSEY
ETA

### SIX YEARS IN THE LIVES OF THE IMPOVERISHED: AN EXAMINATION OF THE WIN THESIS

*May 1978*

*Report Descriptors:* WORK INCENTIVE (WIN) PROGRAM; FATHERS; MOTHERS; MARITAL STABILITY; FAMILIES; NEW JERSEY

NTIS PB283895/AS

## 2-084 PHYSICAL REHABILITATION AND EMPLOYMENT OF AFDC RECIPIENTS

*CORNELL UNIVERSITY*
*ITHACA, N.Y.*

*Grant 51-36-75-01*
*Project completed fiscal year 1978*

*Dr. Daphne A. Roe*
*May 1978*

*Report Descriptors:* WORK INCENTIVE (WIN) PROGRAM; HEALTH; EMPLOYMENT OPPORTUNITIES; REHABILITATION; HANDICAPPED; NEW YORK

NTIS PB283256/AS

### PHYSICAL REHABILITATION AND EMPLOYMENT OF WIN RECIPIENTS, FEASIBILITY STUDY

*1975*

*Report Descriptors:* AID TO FAMILIES WITH DEPENDENT CHILDREN; HEALTH; SUPPORTIVE SERVICES; JOB DEVELOPMENT; REHABILITATION; NEW YORK

NTIS PB246940/AS

## 2-085* PROJECT REDIRECTION

*MANPOWER DEMONSTRATION RESEARCH CORPORATION*
*NEW YORK, N.Y.*

*William J. Grinker*

*Grant 52-36-80-01*
*Project still in progress*

*Descriptors:* WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN; TEENAGE PREGNANCY; WELFARE

This demonstration project seeks to reach young welfare-dependent teenagers in the community who are pregnant, or who are already mothers, with a program of services and activities. Such a program would support continued schooling, the development of marketable skills, acceptance and use of needed health and social services, and planning for eventual employment and self-sufficiency. A link would be established between the Work Incentive (WIN) Program and a community-based or service organization to strengthen the community's capacity to provide services to teenager mothers in the welfare population. Local community women would be mobilized in supportive roles, working with teenagers and their families to bring about situations conducive to the pursuit of educational and other program goals.

The problem of teenage pregnancy would be addressed by organizing available community resources and

emphasizing the need for continued education of the teenager, including obtaining high school equivalency and skill training. The project is being tested as a possible model for serving very young welfare recipients through WIN. The first stage of the demonstration will consist of 18 months of operation in a minimum of four sites and the collection of both process and outcome information.

### 2-086* RESEARCH ON THE MINNESOTA WORK EQUITY PROGRAM

*ABT ASSOCIATES, INC.*
*CAMBRIDGE, MASS.*

*Clark C. Abt*

*Contract 20-25-77-15*
*Project still in progress*

*Descriptors:* PUBLIC EMPLOYMENT PROGRAMS; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; INCOME MAINTENANCE; WORK EQUITY PROGRAM (WEP); MINNESOTA

The Minnesota Work Equity Program (WEP) is testing the operational feasibility and effectiveness of a new service delivery system providing guaranteed work or training as an alternative to income transfer programs. Other programmatic approaches relevant to welfare reform are also being tested (see Memorandum of Agreement Nos. 20-17-77-42 and 51-17-77-06).

The objective of this research project is to document the feasibility and effectiveness of WEP, through the development and implementation of a comprehensive research design, as a basis on which to make decisions regarding new legislation or national replication. The research design includes both process and impact evaluation, as well as cost-benefit analysis, and information is being gathered for appropriate comparison sites as well as for the operational sites.

The research is addressing eight major policy questions:

(1) Is it feasible to create public jobs at or near the minimum wage on a scale sufficient to assure a suitable job to all families with children, and possibly for other transfer recipients, too?

(2) Can work/training requirements be administered uniformly across mandatory referrals from several transfer programs?

(3) Is the consolidated administrative structure for the Minnesota program an appropriate model for national welfare reform?

(4) What is the impact of the WEP on participants while they are in the program?

(5) What are the local labor market impacts of the WEP?

(6) What is the postprogram impact on WEP participants?

(7) What are the comparative costs of the WEP versus straight income transfers?

(8) Is the WEP politically feasible?

#### WORK-CONDITIONED WELFARE REFORM: TEN DEMONSTRATION PROGRAMS TESTING JOB CREATION AND WORK INCENTIVES

*Clark C. Abt, David W. Stevens, and Ernst Stromsdorfer*
*July 1977*

NTIS PB283213/AS

#### INTERIM START-UP REPORT FOR THE MINNESOTA WORK EQUITY PROGRAM

*Dr. Charles S. Rodgers, Dr. M. G. Trend, Jane Huston, and James Goldberg*
*June 1978*

NTIS PB283166/AS

#### THE MINNESOTA WORK EQUITY PROJECT: FIRST INTERIM REPORT

*Charles S. Rodgers, Ernst Stromsdorfer, et al*
*July 1979*

*Report Descriptors:* PUBLIC EMPLOYMENT PROGRAMS; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; INCOME MAINTENANCE; WORK EQUITY PROGRAM (WEP); MINNESOTA

NTIS PB299952/AS

#### EXECUTIVE SUMMARY

*July 1979*

NTIS PB299957/AS

#### MINNESOTA WORK EQUITY PROJECT: PUTTING IT TOGETHER

*M. G. Trend, Shari Ajeman, Charles S. Rodgers, and J. W. Frees*
*June 1979*

NTIS PB299551/AS

#### EXECUTIVE SUMMARY

*June 1979*

NTIS PB299550/AS

### 2-087* STUDIES IN WELFARE ADMINISTRATION AND THE DEMOGRAPHICS OF LOW INCOME HOUSEHOLDS

*UNIVERSITY OF CALIFORNIA*
*BERKELEY, CALIF.*

*Dr. Michael L. Wiseman*

*Contract 51-06-77-07*
*Project still in progress*

*Descriptors:* WORK INCENTIVE (WIN) PROGRAM; WELFARE DEPENDENCY; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE REFORM; INCOME MAINTENANCE; WELFARE PATTERNS

The objectives of this research effort are twofold: One is to update the Alameda County, Calif., Welfare Sample through 1978 to permit analysis of the demographic characteristics of recipient families, movement on and off

*Ongoing project—final report not yet available.

of the county caseload, impact of services on that movement, and effect of changes in welfare administration on welfare caseloads. The other is to design three pilot projects on the intergenerational transfer of poverty, the effect of management policy on welfare denial rates, and the nature of events that lead to closing welfare cases. The Alameda County Welfare Sample consists of data collected during the welfare explosion of 1967 to 1972 in order to provide information on the changing composition of the AFDC caseload over time (cross section data) and information on movements to and from dependence under various administrative procedures and economic conditions (longitudinal data). This research and data collection effort will build upon the present data source to provide more detailed information on the welfare dynamics of one urban county's welfare population now that the caseload has stabilized and will add a new capability to obtain current data on service receipt by type and duration. The study will also monitor the problems to be expected in implementing any reformed welfare system.

## 2-088* TOTAL FAMILY SUPPORT DEMONSTRATION PROJECT

*SYSTEMS IN EDUCATION AND TRAINING, INC.*
*PHILADELPHIA, PA.*

*Travis DeCastro*

*Contract 51-12-76-06*
*Project still in progress*

*Descriptors:* WORK INCENTIVE (WIN) PROGRAM; HOUSEHOLDS; FAMILIES; SUPPORTIVE SERVICES

During the initial phase of this project, the contractor tested the operational feasibility and effectiveness of providing supportive services to the entire families of welfare recipients registered for the Work Incentive (WIN) Program. The objective was to improve the job prospects or earnings of the breadwinners and potential breadwinners in these families.

The experience in the feasibility phase showed some promise of increased postprogram employment and income for family members. Hence the contractor plans to conduct a larger demonstration, which is expected to yield more definitive findings.

During the demonstration, the contractor will set up experimental and control groups for research purposes. The experimental group will be assigned to a special WIN counseling team, consisting of two WIN counselors. One will be an employment/vocational counselor, responsible for all aspects of job development, training, placement, job coaching, and followup. The other team member will be the family counselor, responsible for advising the family on day care, school-related problems, nutrition, interpersonal relationships, and community resources. The control group will be assigned to a regular WIN counseling team and will receive only the current WIN services.

The contractor will evaluate both the operations and the results of the demonstration.

## TOTAL FAMILY SUPPORT FEASIBILITY STUDY

*Travis DeCastro*
*July 1977*
GPO

## 2-089* THE WIN RESEARCH LABORATORY PROJECT

*MANPOWER DEMONSTRATION RESEARCH CORPORATION*
*NEW YORK, N.Y.*

*William J. Grinker*

*Contract 51-36-77-03*
*Project still in progress*

*Descriptors:* WORK INCENTIVE (WIN) PROGRAM; INCOME MAINTENANCE; WELFARE RECIPIENTS; PROGRAM SERVICES AND TECHNIQUES; WELFARE REFORM

The objectives of this project are to: (1) Develop a unified Work Incentive Program Laboratory composed of local WIN offices that provide the settings for operational testing of innovative program models and revised administrative procedures sensitive to the current work/welfare/WIN policy issues and (2) implement a series of agreed upon experimental and demonstration projects that concentrate on placing welfare women in private sector jobs.

The Denver, Colo., Laboratory is stressing services for WIN volunteers, especially those presently exempt from WIN because they have children under 6 years old. The Louisville, Ky., program will provide supportive services and job search assistance to applicants applying for welfare. The objective is to offer immediate employment as an alternative to welfare at the critical time when a client has been forced to apply for welfare because of a sudden change in family composition or income. The Madison, Wis., program will test the effectiveness of a modified on-the-job training (OJT) format in which WIN will pay wages for the first third of the contract to induce employers to hire welfare women for OJT positions paying $4 an hour or more. The St. Louis, Mo., Laboratory will cooperate with a Small Business Administration in a new job development program to identify employers who might hire WIN registrants to take advantage of the WIN tax credit and OJT provisions.

The laboratory projects are envisioned as long-term efforts that will build upon the knowledge gained from existing projects.

## IMMEDIATE JOB SEARCH ASSISTANCE: PRELIMINARY RESULTS FROM THE LOUISVILLE WIN RESEARCH LABORATORY PROJECT

*Barbara S. Goldman*
*February 1980*

*Report Descriptors:* WORK INCENTIVE (WIN) PROGRAM; INCOME MAINTENANCE; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE REFORM; JOB SEARCH

NTIS PB80-165954/AS

PRELIMINARY RESEARCH FINDINGS: WIN RESEARCH LABORATORY PROJECT
*April 1980*

*Report Descriptors:* WORK INCENTIVE (WIN) PROGRAM; WELFARE RECIPIENTS; WELFARE REFORM; PROGRAM SERVICES AND TECHNIQUES

NTIS PB80-194681/AS

## 2G. WORKER ASSESSMENT & ORIENTATION

### 2-090 CLIENT ASSESSMENT: A MANUAL FOR EMPLOYMENT AND TRAINING AGENCIES

*EDWARD GLASER AND ASSOCIATES*
*LOS ANGELES, CALIF.*

*Contract 20-06-78-44*
*Project completed fiscal year 1979*

*Dr. Thomas Backer*
*September 1979*

*Report Descriptors:* DISADVANTAGED; STATE-OF-THE-ART PAPERS; ASSESSMENT AND EVALUATION; PRIME SPONSORS (CETA); HANDBOOKS

NTIS PB300452/AS

### 2-091 DEMONSTRATION OF THE USE OF A BIOGRAPHICAL INFORMATION SYSTEM IN IMPROVING WIN PROGRAM OUTCOMES

*RICHARDSON, BELLOWS, HENRY & CO., INC.*
*WASHINGTON, D.C.*

*Contract 51-11-75-04*
*Project completed fiscal year 1979*

A REPORT ON THE UTILITY OF A SCORED AUTOBIOGRAPHICAL QUESTIONNAIRE SYSTEM IN IMPROVING WIN PROGRAM SUCCESS LEVELS

*Frank W. Erwin*
*January 1979*

*Report Descriptors:* WORK INCENTIVE (WIN) PROGRAM; PREDICTION OF SUCCESS IN PROGRAMS; ASSESSMENT OF APPLICANTS AND TRAINEES; WELFARE RECIPIENTS; BIOGRAPHICAL INFORMATION BLANK (BIB)
ETA COPIES LIMITED

### 2-092 A STUDY TO REFINE, EXPAND, AND VALIDATE THE WORK SAMPLE SYSTEM BEING USED BY SELECTED LOCAL EMPLOYMENT SERVICE OFFICES

*JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.*
*PHILADELPHIA, PA.*

*Contract 20-42-75-09*
*Project completed fiscal year 1979*

VOCATIONAL INTEREST, TEMPERAMENT, APTITUDE SYSTEM FINAL REPORT

*Douglas Moore, Valeria Burton, and Michael Abrams*
*July 1978*

*Report Descriptors:* WORK SAMPLING; ASSESSMENT AND EVALUATION; TESTING; PENNSYLVANIA, PHILADELPHIA
Copies of these reports are available from: Jewish Employment and Vocational Services Inc. 1700 Sansom Street, Philadelphia, Pa. 19103

VOCATIONAL INTEREST, TEMPERAMENT, APTITUDE SYSTEM TRAINING NOTE BOOK
*July 1978*

VOCATIONAL INTEREST, TEMPERAMENT, APTITUDE SYSTEM, ADMINISTRATION MANUAL
*July 1978*

## 2H. OTHER SUPPORTIVE SERVICE FOR WORKERS/TRAINEES

### 2-093* ALTERNATIVE YOUTH EMPLOYMENT STRATEGIES PROGRAM

*VERA INSTITUTE OF JUSTICE*
*NEW YORK, N.Y.*

*Jerry McElroy and Claire Haaga*

*Grant 28-36-79-05*
*Project still in progress*

*Descriptors:* YOUTH; ALTERNATIVES TO INCARCERATION; EX-OFFENDERS; SERVICE DELIVERY SYSTEMS; EXPERIMENTAL MODEL

This demonstration project will assist the Department of Labor with planning, designing, implementing, and evaluating the Alternative Youth Employment Strategies Demonstration Program. The program will serve 16- to 21-year-olds who are out of school, unemployed, and eligible for the Youth Employment and Training Program and who have been involved with the juvenile or criminal justice systems or are judged likely to have future involvement. At each of several sites to be selected by the Department of Labor, the program will provide the following three service models: (1) Full-time work and placement; (2) educational, training, prevocational, social, and placement services; and (3) a mixed model, consisting of part-time work, a full range of services, and job placement.

All three service models will be offered simultaneously in two program cycles, each lasting for 6 months. After receiving guidance from a program counselor, the youth will have the opportunity to choose among the models. All models at all sites will operate under a single set of guidelines to permit comparison among sites and models.

To identify program effects, project staff will select experimental and control groups at each site. The experimental group will consist of the youth randomly assigned to participate in the program, while the control group will consist of those randomly denied participa-

*Ongoing project—final report not yet available.

tion. The experimentals will then be assigned to one of the three program models on the basis of their choice and the availability of slots.

Using standardized instruments developed by the Vera Institute, the Department of Labor, and the Educational Testing Service, as well as official record data, the project's research component will compare the job placement and retention rates of the experimental and control groups. They will also compare the two groups as to vocational-related skills and attitudes, earnings during the experimentals' program participation and for a period thereafter, and rates of criminal justice involvement while experimentals were in the program and at followups 3 and 8 months thereafter.

### 2-094 Development and Design of a Social Service Voucher System

*SOCIAL AND REHABILITATION SERVICES, U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE*
*WASHINGTON, D.C.*

*Interagency Agreement SR 500-75-18*
*Project completed fiscal year 1978*

*Dr. Gershon Cooper, Arnold J. Katz, and Morris S. Whitcup*
*September 1977*

*Report Descriptors:* EXPERIMENTAL MODEL; DISADVANTAGED; WELFARE PROGRAMS; CONNECTICUT
Available from H.E.W. (Social and Rehabilitation Service) Washington, D.C.

### 2-095* Epidemiological Study on The Prevalence of Medical and Dental Conditions at Job Corps Centers

*KAPPA SYSTEMS, INC.*
*ARLINGTON, VA.*

*Janice C. Probst*

*Contract 20-51-79-40*
*Project still in progress*

*Descriptors:* SUPPORTIVE SERVICES; JOB CORPS; HEALTH CARE

This demonstration study will investigate the health status of enrollees entering Job Corps and the health problems they develop at their centers. To do so, the project staff will collect health care data from a small representative sample consisting of enrollees at eight Job Corps centers, varying as to size, proportion of male and female corpsmembers, ethnic composition, geographical location, and other relevant characteristics. This information will permit Job Corps to improve its health care and health education programs and thereby enhance the employability of corpsmembers.

### 2-096* Job Search and Relocation Assistance Pilot Project

*EMPLOYMENT AND TRAINING ADMINISTRATION, REGION IV*
*ATLANTA, GA.*
*AND*
*WESTAT, INC.*
*ROCKVILLE, MD.*

*Lawrence E. Weatherford, Assistant Regional Director for Employment and Training and John Herzog, Director, Westat, Inc.*

*Memorandum of Agreement 20-13-75-38*
*Project still in progress*

*Descriptors:* MOBILITY ASSISTANCE; JOB SEARCH; JOB BANK; PUBLIC EMPLOYMENT SERVICE; GEOGRAPHIC MOBILITY

The Job Search and Relocation Assistance (JSRA) Pilot Project is being undertaken to: (1) Test the feasibility and effectiveness of using the job bank as the major source of information on hard-to-fill jobs in providing relocation services to unemployed workers through local employment service offices; (2) determine whether a broader nationwide relocation assistance program is desirable; and (3) evaluate procedures and techniques that might be incorporated into a broader program.

During phase I, 30 local ES offices provided relocation assistance to applicants for whom no jobs were available in the local area and who wanted to relocate. The project arranged for three levels of service, each provided by 10 local offices: Level 1, consisting of information only on out-of-area, hard-to-fill jobs listed in the Job Bank Openings Summary (JBOS) and long-distance telephone referral service; level 2, these services plus job search grants; and level 3, relocation grants in addition to the other services. As a result of experience in the first phase of the project, all level 1 services were upgraded to levels 2 or 3 during phase II.

The project selected 10 nonparticipating offices as controls for evaluation purposes. Evaluation, being performed under separate contract by Westat, Inc. includes assessment of operational procedures, integration and coordination of functions, staffing, cost, and overall efficiency. The contractor will recommend improvements, particularly with a view to nationwide implementation. The evaluators will also examine: (1) Economic and social outcomes for project participants; (2) effectiveness in meeting employer needs; and (3) costs and benefits.

Major findings from phases I and II are:

1. Overall, the project has already demonstrated the operational feasibility of its procedures. The system could be implemented nationally, although a couple of operational elements need to be improved.

2. The national job bank information, in its present form, is awkward to use and leads to many dead ends. More useful job sources have been leads provided by the applicants themselves, informal communication among local offices, and the exchange of weekly State Job Bank Summary reports among the eight participating States in Region IV. A special effort to improve the usefulness of the potentially very valuable national job bank data is being undertaken in phase II. Irrelevant and out-of-date material is being removed from the file and the use of

on-line and batch-matching capabilities is being tested in selected JSRA offices.

3. Staff time devoted to the project varied greatly among local offices, and there was a strong positive correlation between staff inputs and volume of activity. Greater staff involvement in some offices accounted for at least part of the overall increase in activity during phase II.

4. During phase I, level 3 offices accounted for most relocations.

5. Enrollment was 1,138 during phase I and 2,230 during phase II.

6. Of these applicants, 161 were relocated at an average all-inclusive cost of $1,459 during phase I and 520 at $1,084 per person during the first 9 months of phase II.

JOB SEARCH AND RELOCATION ASSISTANCE PILOT PROJECT: PHASE I ANALYTICAL REPORT

*John Herzog and Cilla J. Reesman*
*November 1977*

*Report Descriptors:* MOBILITY; LABOR MOBILITY; RELOCATION; JOB SEARCH; PUBLIC EMPLOYMENT SERVICE

NTIS PB273976/AS

### 2-097* SUPPORTIVE SERVICE, ADVICE AND TECHNICAL ASSISTANCE TO THE QUALITY OF WORK LIFE BOARD

*MCKNIGHT ASSOCIATES*
*ALEXANDRIA, VA.*

*Jane McKnight*

*Contract 20-51-79-15*
*Project still in progress*

*Descriptors:* QUALITY OF EMPLOYMENT; LIFESTYLES

This contractor is providing technical assistance and support to the Employment and Training Administration's Quality of Work Life Committee. A major activity is trying out a flexitime program in a few ETA units and evaluating it to discover any needed changes before flexitime is extended to other parts of the agency.

### 2-098* TRANSITION PROJECT

*NATIONAL ASSOCIATION ON DRUG ABUSE PROBLEMS, INC.*
*NEW YORK, N.Y.*

*Holly Robinson*

*Grant 21-36-80-23*
*Project still in progress*

*Descriptors:* DRUG USERS; COUNSELING AND GUIDANCE; EMPLOYER ATTITUDES

The Transition Project addresses a critical gap in rehabilitation services for substance abusers: that of integrating this population into satisfying jobs and enabling them to maintain a lifestyle in a nondrug-oriented environment. The project will attempt to bridge two radically different subcultures—drug abuse treatment and the corporate work situation. Substance abusers will receive intensive counseling services in a corporate setting. Corporation staff will receive counseling to bring about an awareness of the world of the substance abuser. The goal of these intervention efforts will be to break down the psychological barriers between these groups, resulting, if successful, in offers of jobs by the corporation to the ex-substance abusers and in the latter accepting and retaining the jobs.

The research effort will employ a control group of substance abusers who received the usual help given to this population, but did not receive the interventions associated with the project.

## 2I. PROGRAMS FOR OTHER UNEMPLOYED

### 2-099* ENHANCING THE EFFECTIVENESS OF THE FEDERAL BONDING PROGRAM

*CONTRACT RESEARCH CORPORATION*
*BELMONT, MASS.*

*Joanne B. Kennedy*

*Contract 20-25-77-49*
*Project still in progress*

*Descriptors:* BONDING ASSISTANCE; OFFENDERS; CRIMINAL JUSTICE PROCESS; EX-OFFENDERS; EMPLOYMENT SERVICE STAFF

The principal objective of this project is to demonstrate that the Federal Bonding Program can serve more people without increasing program costs by tailoring the amount of bond coverage to specific occupational needs, while simultaneously publicizing the program among the most appropriate users. The contractor will: (1) Conduct a management survey of the Federal Bonding Program to determine which current activities are most conducive to operating a successful project; (2) develop a guidebook, based on the survey, showing how to tailor bonds, as well as other program management techniques; (3) prepare and field test pamphlets describing the program for three or four different audiences; and (4) collect data to measure cost savings due to tailoring the amount of bond coverage. In addition, the contractor will conduct the second national Federal Bonding Conference in Washington, D.C., where it will introduce the guidebook and direct workshops on its use and the concept of tailoring.

### 2-100* THE IMPACT OF CALIFORNIA SENATE BILL 224 ON EMPLOYMENT AND RECIDIVISM

*SOCIAL PROCESS RESEARCH INSTITUTE, UNIVERSITY OF CALIFORNIA*
*SANTA BARBARA, CALIF.*

*Ongoing project—final report not yet available.

*Dr. Richard A. Berk*

*Grant 21-06-78-58*
*Project still in progress*

*Descriptors:* CORRECTIONS; CRIME; OFFENDERS; EX-OFFENDERS; INCOME; UNEMPLOYMENT INSURANCE; LABOR MARKET BEHAVIOR; CALIFORNIA

The grantee will analyze the impact of recently enacted California law (Senate Bill 224) providing transitional financial assistance to ex-offenders newly released from the State's prisons, and will examine the program established by the law to determine whether: (1) The program is implemented as designed; (2) the program enhances prospects for employment; (3) the program reduces recidivism; and (4) the program is cost effective.

The grantee will follow for up to 18 months after release the experiences of approximately 1,000 ex-offenders receiving financial assistance and about 2,000 who are not recipients of support. The program evaluation will rely heavily on a range of routinely collected official statistics on employment behavior (e.g., quarterly earnings), contact with the criminal justice system (prison records, "rap sheets," crime data), new material gathered expressly for this research endeavor, and selected interviews conducted by research personnel with the subject population and their parole officers. Data on a host of background variables will also be collected, including age, education, prior record, years in prison, employment and vocational training in prison, job skills, reading ability, etc.

The grantee will document the way in which an actual State-run program operates and how it differs from an experimental endeavor. The grantee will further identify precisely the proportion of eligible persons who take advantage of the financial assistance program and indicate the resulting costs.

## 2-101* MONEY, WORK, AND CRIME

*UNIVERSITY OF MASSACHUSETTS*
*AMHERST, MASS.*

*Dr. Peter H. Rossi, Dr. Kenneth J. Lenihan, and Dr. Richard A. Berk*

*Grant 21-25-77-05*
*Project still in progress*

*Descriptors:* CORRECTIONS; OFFENDERS; EX-OFFENDERS; INCOME MAINTENANCE; JOB PLACEMENT; SUPPORTIVE SERVICES; PRISONERS

The purpose of this project was to produce an analytical monograph on the results of the experimental Transitional Aid Research Project for Ex-Offenders (TARP). TARP represented a 2-year effort to test the effect of short-term (13 to 26 weeks) financial assistance, comparable in amount to average weekly unemployment compensation, and/or job placement services on reducing recidivism and enhancing employment among 4,000 ex-offenders released from State prisons in Georgia and Texas between January and July of 1976. The former inmates were randomly assigned to various experimental assistance groups and to control groups receiving no aid at all.

TARP found that employment, rather than financial assistance, was the major deterrent to arrest. The longer an ex-offender was continuously employed, the less likely he or she was to be rearrested. Financial assistance itself had mixed effects. On the one hand, persons receiving unemployment payments tended to work less than others, and the resulting periods of employment were associated with higher chances of being arrested for property crimes. On the other hand, the unemployment benefits enabled the former prisoners to conduct better job searches so that on the average they attained better jobs and earned more on those jobs than did persons not receiving such assistance.

Of further note is that the job placement practices tested in the study were no more successful in placing clients in jobs than efforts taken by the ex-inmates on their own. Also of note is that the probability of rearrest for youth under 22 years of age was significantly higher than that for any other group.

## 2-102* PUBLIC SERVICE EMPLOYMENT (PSE) FOR EX-OFFENDERS

*BLACKSTONE ASSOCIATES*
*WASHINGTON, D.C.*

*Dr. Kenneth J. Lenihan*

*Contract 20-11-80-26*
*Project still in progress*

*Descriptors:* EX-OFFENDERS; JOB PLACEMENT; SUPPORTIVE SERVICES; PUBLIC SERVICE EMPLOYMENT

The contractor will be responsible for designing the research component and analyzing the results of an experimental project, (see contract 21-11-80-25), intended to test the results of providing Public Service Employment (PSE) jobs to ex-offenders immediately upon their release from prison. Specifically, this study will seek to discover whether former inmates will be able to hold on to their PSE jobs, will be less dependent upon various kinds of transfer payments, and will be less inclined to return to crime. The postprison behavior and experience of these ex-offenders will be compared on a score of indices of success and failure with releasees who have no guaranteed PSE jobs.

The projects' research design requires a total of 450 persons to be randomly assigned to experimental and control groups. Those having jobs will be guaranteed such employment for 12 months. The progress of all participants will be followed by means of periodic interviews occurring 3, 6, and 12 months after their release from prison.

The Baltimore Metropolitan Manpower Consortium (BMMC) will provide the jobs as well as preplacement and transitional services to the experimental subjects.

## 2-103* Public Service Employment (PSE) for Ex-Offenders

*BALTIMORE METROPOLITAN MANPOWER CONSORTIUM*
*BALTIMORE, MD.*

*Marion Pines*

*Grant 21-24-80-25*
*Project still in progress*

*Descriptors:* EX-OFFENDERS; JOB PLACEMENT; SUPPORTIVE SERVICES; PUBLIC SERVICE EMPLOYMENT

The contractor will conduct an experimental project to test the results of providing Public Service Employment (PSE) jobs to ex-offenders immediately upon their release from prison. Specifically, this study will seek to discover whether former inmates will be able to hold on to their PSE jobs, will be less dependent upon various kinds of transfer payments, and will be less inclined to return to crime. The postprison behavior and experience of these ex-offenders will be compared on a score of indices of success and failure with that of releasees who have no guaranteed PSE jobs.

The project's basic research design requires a total of 450 persons to be randomly assigned to experimental and control groups. Those having jobs will be guaranteed such employment for 12 months. The progress of participants will be followed by means of periodic interviews occurring 3, 6, and 12 months after their release from prison.

The contractor will provide the jobs as well as preplacement and transitional services to the experimental subjects. Blackstone Associates of Washington, D.C., will be responsible for carrying out the project's research component.

## 2-104 Recipients of Federal Supplemental Benefits and Special Unemployment Assistance

*MATHEMATICA, INC.*
*PRINCETON, N.J.*

*Contract 20-34-76-12*
*Project completed fiscal year 1979*

### A STUDY OF RECIPIENTS OF FEDERAL SUPPLEMENTAL BENEFITS AND SPECIAL UNEMPLOYMENT ASSISTANCE

*Walter Corson, David Horner, Valerie Leach, Charles Metcalf, and Walter Nicholson*
*January 1977*

*Report Descriptors:* UNEMPLOYMENT; WELFARE PROGRAMS; POVERTY; JOB SEARCH; UNEMPLOYMENT INSURANCE; PUBLIC EMPLOYMENT SERVICE; CALIFORNIA; FLORIDA; GEORGIA; INDIANA; LOUISIANA; MASSACHUSETTS; MICHIGAN; MISSOURI; NEW JERSEY; NEW YORK; PENNSYLVANIA; TENNESSEE; TEXAS; UTAH; WASHINGTON

NTIS PB262636/AS

### FOLLOW-UP STUDY OF RECIPIENTS OF FEDERAL SUPPLEMENTAL BENEFITS

*J. Alan Brewster, Walter Corson, John Friedmann, Walter Nicholson, and Andrea Vayda*
*September 1978*

*Report Descriptors:* UNEMPLOYMENT; WELFARE PROGRAMS; JOB SEARCH; UNEMPLOYMENT INSURANCE

NTIS PB295337/AS

## 2-105 Short-Term Assistance to Preserve Jobs for Accused Citizens: Employment and Crime Project

*THE AMERICAN UNIVERSITY*
*WASHINGTON, D.C.*

*Grant 21-11-77-16*
*Project completed fiscal year 1978*

### TARGET: JOBS

*Barbara Kajdan and William Alexander*
*April 1978*

*Report Descriptors:* CORRECTIONS; JOB RETENTION; CRIME; OFFENDERS; COUNSELING AND GUIDANCE; HANDBOOKS

NTIS PB283672/AS

### EMPLOYMENT AND CRIME PROJECT, FINAL REPORT, JUNE 1978

*Leon Leiberg, Fran Lazerow, William Alexander, and Nancy Alper*
*June 1978*

*Report Descriptors:* CORRECTIONS; JOB RETENTION; CRIME; OFFENDERS; COUNSELING AND GUIDANCE

NTIS PB283720/AS

### CRIME AND EMPLOYMENT ISSUES

*Leon Leiberg et al*
*June 1978*

*Report Descriptors:* CORRECTIONS; JOB RETENTION; CRIME; OFFENDERS; COUNSELING AND GUIDANCE; STATE-OF-THE-ART PAPERS

NTIS PB281531/AS

## 2-106* Study of Employment and Training Related Services of CETA Prime Sponsors in the Criminal Justice Field

*AMERICAN BAR ASSOCIATION*
*WASHINGTON, D.C.*

*Lynn Bell*

*Grant 21-11-79-13*
*Project still in progress*

***Ongoing project—final report not yet available.**

*Descriptors:* EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; CRIME; OFFENDERS; PRIME SPONSORS (CETA); TRAINING; EMPLOYMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)

This project will conduct a descriptive and comparative analysis of CETA-funded programs in the criminal justice field. The investigator will identify, describe, and analyze CETA services related to: (1) The employment and training of CETA participants in occupations in the criminal justice field and (2) the employment and training of offenders, regardless of occupation. The study involves an informal mail and telephone survey of all fiscal 1979 prime sponsors and all administrators of the Governors' discretionary funds, along with a selected sample of CETA subgrantees. Followup field visits will be made to a small selected sample of programs.

## 2-107 TRANSITIONAL AID FOR EX-OFFENDERS: AN EXPERIMENTAL STUDY IN GEORGIA

*GEORGIA DEPARTMENT OF LABOR*
*ATLANTA, GA.*

*Grant 20-13-75-46*
*Project completed fiscal year 1978*

*Jack L. Stephens and Lois W. Sanders*
*July 1978*

*Report Descriptors:* CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT; GEORGIA

NTIS PB291610/AS

## 2-108 TRANSITIONAL AID RESEARCH PROJECT FOR EX-OFFENDERS

*AMERICAN BAR ASSOCIATION: COMMISSION ON CORRECTIONAL FACILITIES AND SERVICES*
*WASHINGTON, D.C.*

*Grant 21-11-75-19*
*Project completed fiscal year 1979*

### BACK ON THE STREET—FROM PRISON TO POVERTY (THE FINANCIAL RESOURCES OF RELEASED OFFENDERS)

*Robert Horowitz*
*June 1976*

*Report Descriptors:* CORRECTIONS; LAW ENFORCEMENT; INCOME MAINTENANCE

NTIS PB258880/AS

### A COMPARATIVE EVALUATION OF THE BENEFITS FROM THE LIFE PROGRAM

*Dr. Charles D. Mallar and Craig V. D. Thornton*
*January 1978*

*Report Descriptors:* INCOME MAINTENANCE; ECONOMIC ANALYSIS AND ECONOMETRICS; CORRECTIONS; EX-PRISONERS; WAGE SUBSIDIES

NTIS PB270622/AS

### FINAL REPORT ON ACTIVITIES OF THE TRANSITIONAL AID RESEARCH PROJECT

*Robert Horowitz and Melvin T. Axilbund*
*August 1978*
ETA
GPO

## 2-109 TRANSITIONAL AID RESEARCH PROJECT FOR EX-OFFENDERS

*OFFICE OF THE GOVERNOR OF TEXAS, CRIMINAL JUSTICE DIVISION*
*AUSTIN, TEX.*

*Grant 20-48-75-44*
*Project completed fiscal year 1978*

### AN ASSESSMENT: THE IMPACT OF PROVIDING FINANCIAL OR JOB PLACEMENT ASSISTANCE TO EX-PRISONERS

*Charles L. Smith, Pablo Martinez, and Daniel Harrison*
*May 1978*

*Report Descriptors:* CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT

NTIS PB284782/AS

## 2-110* VITAS WORK SAMPLE ASSESSMENT AS PART OF THE JEVS SUMMER DEMONSTRATION PROJECT FOR OUT-OF-SCHOOL YOUTH

*JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.*
*PHILADELPHIA, PA.*

*Dr. James D. Clark*

*Contract 20-42-80-20*
*Project still in progress*

*Descriptors:* YOUTH; VOCATIONAL GUIDANCE; SERVICE DELIVERY SYSTEMS; TRANSITION FROM SCHOOL TO WORK

The Jewish Employment and Vocational Services (JEVS) summer project is a special demonstration project designed to assist approximately 800 out-of-school disadvantaged youth to find jobs or careers. The project is a part of the Summer Youth Employment Program, an annual activity under the Comprehensive Employment and Training Act. The project operates in 10 sites.

The JEVS, original designer of the Vocational, Interest, Temperament and Aptitude Work Sample Battery System (VITAS), provided the VITAS hardware and technical assistance to 8 of the 10 sites.

## 3A. LABOR FORCE, LABOR MARKET, LABOR DEMAND — GENERAL

### 3-001* A Case Study of the Labor Market Mechanisms That Link the Immigrant Labor Supply to the Restaurant Industry in New York

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Marcia K. Freedman*

*Grant 21-36-80-26*
*Project still in progress*

*Descriptors:* IMMIGRANTS; LABOR MARKET BEHAVIOR; WAGES; RESTAURANT INDUSTRY; NEW YORK, NEW YORK

This project is a case study of the labor market process and informal information networks that link the immigrant labor supply to the restaurant industry in New York City. Available data will be used to describe the context within which the process operates. Information on the process itself will be acquired through interviews with restaurant managers, union officials, and individuals in the immigrant communities.

The knowledge of the labor market process obtained will be applied to two issues: (1) The effect on the availability of the immigrant labor supply and (2) the recruitment and training of immigrants in the restaurant industry. The project is conceived as a test to determine whether this analytical approach is useful for understanding the interaction between immigrants and an industry at the local level and for developing alternative policy strategies.

### 3-002 Conditional Labor Supply Functions

*THE RAND CORPORATION*
*SANTA MONICA, CALIF.*

*Dr. John F. Cogan*

*Grant 21-06-77-18*
*Project completed fiscal year 1980*

*Descriptors:* LABOR FORCE PARTICIPATION; ELASTICITY OF LABOR SUPPLY; MEN; ECONOMIC ANALYSIS AND ECONOMETRICS

As part of work on developing a complete family labor supply model, this project examined the male labor supply function and attempted to determine the impact of a wife's nonmarket time on her husband's labor force behavior. It used data from the National Longitudinal Surveys as well as the Panel Study of Income Dynamics, conducted by the University of Michigan's Survey Research Center.

The project developed three empirical procedures for estimating the labor supply functions of husbands with working wives and those with wives who do not work. The first empirical approach, involving separate estimates of the labor supply functions of the two types of husbands, leads to the conclusion that the nonmarket times of husbands and wives are net complements. The next two approaches lead to the conclusion that the husband's time and that of his wife are net substitutes. Because of these conflicting findings, the project was unable to determine the relationship between a wife's time and her husband's labor force activity. More research is needed to develop the empirical foundations of labor market behavior in the context of family decision-making.

*September 1978*
ETA
Available from: Rand Corporation, Santa Monica, Calif. 90406.

### 3-003 Demographic Trends, Labor Force Changes, and the Economy

*NATIONAL COMMISSION FOR EMPLOYMENT POLICY*
*WASHINGTON, D.C.*

*Contract 20-11-76-11*
*Project completed fiscal year 1978*

DEMOGRAPHIC TRENDS AND FULL EMPLOYMENT

*R. A. Gordon, Michael L. Wachter, and Karl E. Tauber*
*December 1976*

*Report Descriptors:* POPULATION; LABOR FORCE; UNEMPLOYED; MINORITIES; EMPLOYMENT AND TRAINING POLICY; IMMIGRATION
Available from: National Commission for Employment Policy, 1522 K St., N.W., Suite 300, Washington, D.C. 20005.

### 3-003A Research to Analyze the Manpower Implications of Current Immigration Policies

MANPOWER AND IMMIGRATION POLICIES IN THE UNITED STATES

*David S. North and Allen LeBel*
*February 1978*

*Report Descriptors:* IMMIGRATION; ALIENS; LABOR MARKET BEHAVIOR; EMPLOYMENT AND TRAINING POLICY

NTIS PB284216/AS
Also available from National Commission for Employment Policy, 1522 K St., N.W., Suite 300, Washington, D.C. 20005.

### 3-004 Demonstration Project to Derive Manpower Implications from Econometric Models of the Labor Market and to Explore the Use of Longitudinal Data on Labor Market Experience of Trainees

*BROOKLYN COLLEGE, CUNY*
*BROOKLYN, N.Y.*

*Ongoing project—final report not yet available.

*Grant 21-36-76-01*
*Project completed fiscal year 19 9*

**3-004A** DEVELOPMENT OF ECONOMETRIC MODELS FOR LOCAL LABOR MARKETS

**3-004B** CONSTRUCTING SHORT TERM INDICATORS OF SUCCESS FOR EVALUATING TRAINING PROGRAMS

## VALIDATING PERFORMANCE INDICATORS FOR EMPLOYMENT AND TRAINING PROGRAMS

*Robert S. Gay*
*September 1978*

*Report Descriptors:* PREDICTION OF SUCCESS IN PROGRAMS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; ASSESSMENT OF APPLICANTS AND TRAINEES; JOB PLACEMENT; TRAINING EFFECTIVENESS AND IMPACT

NTIS PB287890/AS

**3-004C** THE IMPACT OF OCCUPATIONAL LICENSING ON LABOR MOBILITY

## IMPACT OF OCCUPATIONAL LICENSING ON MIGRATION

*Morris M. Kleiner, Robert S. Gay, and Karen Greene*
*December 1979*

*Report Descriptors:* GEOGRAPHIC MOBILITY; OCCUPATIONAL LICENSING; ECONOMIC ANALYSIS AND ECONOMETRICS; MIGRATION; EARNINGS
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**3-005*** DIRECTORY OF STATE-REGULATED OCCUPATIONS

*AKIPAN ASSOCIATES, INC.*
*GREAT FALLS, VA.*

*Phyllis S. Dacus*

*Contract 20-51-80-14*
*Project still in progress*

*Descriptors:* OCCUPATIONAL LICENSING; STATE AND LOCAL GOVERNMENTS; LABOR MARKET INFORMATION; CAREER INFORMATION SYSTEM

The contractor is preparing and processing information to update an earlier publication identifying occupations subject to State regulation. Office of Research and Development (ORD) staff conducted a statutory search of 50 State codes and that of the District of Columbia identifying more than 7,000 State-regulated occupations. The forthcoming monograph will show the form of regulation for each occupation within each State; the State statutory citation for the regulation; and, when possible, the year the regulation was enacted after 1969. The contractor designed a coding scheme and classified the regulated occupations using *Dictionary of Occupational Titles* codes to enhance the future usefulness of this data.

When completed, this directory will assist the Council of State Governments and State regulatory officials and legislators in comparing their regulatory laws with those of other States. It will enhance the current data available on career information for use by the National Occupational Information Coordinating Committee and for special regulatory investigations currently underway in the Department of Justice, the Department of Commerce and the Federal Trade Commission.

**3-006*** EARNINGS POVERTY AND THE IMPACT OF COHORT SIZE

*THE UNIVERSITY OF CHICAGO*
*CHICAGO, ILL.*

*Martin Dooley*

*Contract 20-17-80-34*
*Project still in progress*

*Descriptors:* POVERTY; EARNINGS; DEMOGRAPHICS; ECONOMIC ANALYSIS AND ECONOMETRICS; HUMAN CAPITAL

Recent labor market studies have found a significant relationship between cohort size and mean earnings. This research will extend these studies to consider the effect of cohort size on the distribution of cohort earnings, particularly on the number of individuals below the poverty line. With the changing overall demographic composition of the population and the changing relative demographic composition of the black and Hispanic populations, this study will indicate potential changes in our poverty population and consequent changes in demand for social services, such as the CETA and WIN programs. Current Population Survey data from 1962 to 1978 will be used.

**3-007*** EQUAL OPPORTUNITY FOR WOMEN IN THE LABOR MARKET

*THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK/SUNY*
*ALBANY, N.Y.*

*Dr. Ronnie Steinberg Ratner*

*Grant 21-36-80-03*
*Project still in progress*

*Descriptors:* WOMEN; DISCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY ACT (1972); UNIONS

The research involves a state-of-the-art review of the programs and policies that constitute equal opportunity for women. Specifically, the researcher will (1) develop a framework for conceptualizing equal employment opportunity for women in terms of a labor market approach including linking an explanation of the source of women's labor market inequality to a set of policy goals and a set of institutional means for achieving these goals; (2) use this framework to review what has been done thus far regarding women's equal employment opportunity; (3) develop a set of outcome-oriented criteria for defining successful policies; and (4) use the framework

and criteria to locate successful programs that can be replicated elsewhere, particularly government training programs and union activities. For this, the researcher will review existing research and government documents, interview policymakers and program directors, and observe ongoing programs. By suggesting a new approach to examining equal employment opportunity for women the study should substantially increase understanding of what has already been done and offer recommendations for future policy.

### 3-008* Implications of Computer and Communications Technology for Less Skilled Service Employment Opportunities

*CONSERVATION OF HUMAN RESOURCES, COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Matthew P. Drennan*

*Grant 21-36-80-31*
*Project still in progress*

*Descriptors:* COMPUTER SYSTEMS; SERVICE INDUSTRIES; TECHNOLOGY AND TECHNOLOGICAL CHANGE

This study will examine the implications of computer and communication technology in the composition and numbers of jobs in service industries that presently employ large numbers of less skilled people. The following methods will be used: (1) Macroanalysis of employment in seleced industries and occupations based on published data; (2) microanalysis of the experience of individual organizations based upon critical evaluation of published reports, internal reports (where available), and interviews with about 10 large consumers of computer and communication technology; (3) interviews with about 10 major producers of computer and communications technology; and (4) critical evaluation of published and unpublished reports originating from producer firms about future developments and their areas of application.

Analysis of at least six industries at the two-digit Standard Industrial Classification (SIC) level will be included: banking, securities and commodity brokers, insurance carriers, credit agencies and other banks, business services, and miscellaneous services. At least five less skilled occupational categories will be analyzed: stenographer, typist, and secretary; office machine operator, bookkeeper, billing, payroll and statistical clerk; estimator, investigator, insurance adjuster; real estate appraiser; and all other clerical occupations.

### 3-009* The Labor Market for Discharged Employees

*MICHIGAN STATE UNIVERSITY*
*EAST LANSING, MICH.*

*Dr. Jack Stieber*

*Grant 21-26-80-11*
*Project still in progress*

*Descriptors:* LABOR MARKET BEHAVIOR; EMPLOYERS; UNEMPLOYMENT; EMPLOYMENT TERMINATION; MICHIGAN

This study is providing information about discharged employees in Michigan. The topics covered include the following: (1) The discharge rate differentiated by employer size, industry, occupational group and unionization; (2) characteristics of discharged workers compared with voluntary job leavers; (3) policies and practices of employers in discharging employees as well as in screening job applicants who have been discharged; (4) proportion of discharges appealed to arbitration and their disposition; and (5) perceptions and labor market experience of discharged workers.

The data will be collected by a survey of 1,000 employers in Michigan; analysis of arbitration decisions in discharged cases in Michigan provided by the American Arbitration Association, the Federal Mediation and Conciliation Service, and arbitrators; a study conducted in cooperation with the Michigan Employment Security Commission on a sample of 1,000 unemployment insurance claimants who were disqualified from receiving benefits for 13 weeks; and also an analysis of a sample of 6,000 UI claimants who were disqualified for 13 weeks for voluntarily leaving their last job; and interviews with discharged workers (identified through some local unions in Michigan).

### 3-010 Local Labor Market Econometric Forecasting Models

*UNIVERSITY OF ARIZONA*
*TUCSON, ARIZ.*

*Contract 20-04-76-55*
*Project completed fiscal year 1979*

*Dr. Carol Taylor, Dr. Ronald Oaxaca, and Dr. Arthur Denzau*
*April 1979*

*Report Descriptors:* ECONOMIC FORECASTING; LABOR MARKET INFORMATION; ECONOMIC ANALYSIS AND ECONOMETRICS; CALIFORNIA, SAN FRANCISCO; ARIZONA, PHOENIX; ARIZONA, TUCSON; MASSACHUSETTS, SPRINGFIELD; TENNESSEE, MID-CUMBERLAND; UTAH

NTIS PB80-101207/AS

### 3-011* Manpower Resources and Employment Expansion: A Series of Related National and Metropolitan Studies

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Eli Ginzberg, Director, Conservation of Human Resources Project*

*Grant 21-36-76-18 (formerly Grants 21-36-73-51, 21-36-73-04, 21-36-75-20, and Contract 81-36-71-01)*
*Project still in progress*

*Ongoing project—final report not yet available.

The primary objective of this project is to probe the changing structure and functioning of American society to determine the different ways in which the development and use of the Nation's human resources affect the level of social well-being and economic output.

Numerous studies of human resource problems have been or are being undertaken, utilizing economic and related analysis on the micro and macro levels.

Descriptions of individual work studies completed under this and predecessor contracts over 3 years ago may be found in earlier editions of *Research and Development Projects.*

**3-011A*** THE IMPACT OF LARGE PUBLIC PROGRAMS ON EMPLOYMENT, TRAINING, AND PERSONNEL UTILIZATION

*Dr. Charles Brecher*

*Descriptors:* GOVERNMENT PROGRAM IMPACT; LABOR SUPPLY PROJECTIONS; HEALTH OCCUPATIONS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; STATE AND LOCAL GOVERNMENTS; NEW YORK, NEW YORK

This study deals with the impact of Federal health care programs, principally medicare and medicaid, on the health care industry in New York City. It considers effects on employment levels and other aspects of the industry's personnel practices, including compensation levels, sources of labor supply, internal labor market structures, and opportunities for women and minorities.

The sex and ethnic composition of the health industry work force before (1965) and after medicaid (1970 and 1975) is being analyzed from data obtained from the Social Security Administration's Continuous Work History Sample. An analysis of the earnings distribution over the same time periods is also underway using both annual earnings from the Social Security Administration data and wage rates reported by the Bureau of Labor Statistics.

Preliminary analysis of wage data suggests that rates of increase for health industry workers were significant even before enactment of the public programs. Historical analysis will determine the relative influence of unionization, which predates medicare and medicaid in New York City, and the way in which the combination of unionization and more generous Federal funding affected wages and other employment practices in the industry.

**3-011B*** MANAGEMENT EFFECTIVENESS AND MANPOWER UTILIZATION IN LOCAL GOVERNMENT

*Dr. David Lewin*

*Descriptors:* EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR; EMPLOYER PRACTICES AND POLICIES; MANAGEMENT EFFECTIVENESS; STATE AND LOCAL GOVERNMENTS; WORKER UTILIZATION

This study is intended to develop measures of management effectiveness and relate these measures to specific worker utilization practices in local government. The methodological approach is to develop measures for a small sample of local governments using primary data and interviews at these localities.

Field work, which consists of interviews with officials involved in management and labor relations and appropriate documentation—collective-bargaining agreements or memorandums of understanding—have been obtained and partly analyzed for several locations. These include New York City and other local jurisdictions—Hudson and Bergen Counties, N.J., and the cities of Boston and Philadelphia.

A review is also being made of the measures of managerial effectiveness used in the analysis of New York City to determine their appropriateness for the other localities. Data have been collected for a wider range of services than were collected for New York City in order to identify possible new measures as well as to replicate and refine the New York City analysis.

**3-011C*** THE YOUTH LABOR MARKET: COMPARATIVE STUDIES

*Dr. Beatrice G. Reubens*

*Descriptors:* TRANSITION FROM SCHOOL TO WORK; YOUTH; LABOR SUPPLY; UNEMPLOYMENT; MALE/FEMALE; WORK-STUDY PROGRAMS; CAREER GOALS; JOB PLACEMENT; ATTITUDES; BASIC EDUCATION; APPRENTICESHIP; OCCUPATIONAL TRAINING; EUROPE; CANADA; JAPAN

This three-part study is designed to produce three separate reports. The first completed part, *Bridges to Work*, deals with the transition from school to work and how it is achieved in various industrialized nations. The remaining two projects are described below:

1. PREPARATION FOR WORK: A CROSS COUNTRY ANALYSIS

The study examines the extent to which education and apprenticeship in the United States, Western Europe, Japan, and Canada are instrumental in preparation for work. Preliminary findings are:

(a) Apprenticeship is currently in great favor in many countries such as West Germany, Austria, Switzerland, Great Britain, and Australia, where it is the predominant outlet for youth with no plans for college or postsecondary school training. Its advantages are smoothing the transition from school to work and lowering the cost to the public for continuing the part-time education of youth until they become 18. Despite the benefits of apprenticeship, technological and business factors are tending to decrease the willingness of employers in the more advanced industrial and commercial sectors to maintain the numbers of openings held for apprentices in the past.

(b) Despite changing youth attitudes toward work in every country, young people (usually the majority) seek to integrate themselves into the existing work patterns. The more evidence of prospects of remunerative activity (apprenticeship or jobs), the less rebellious young people seem to be. Among all the countries studied, the United States has had the least satisfactory youth labor market—a combination of high and persistent youth unemployment with a relative lack of interest in recruiting youth on the part of employers and a paucity of formal training programs such as apprenticeships.

(c) In virtually every researched country, there is a demand for reading and math skills. Some employers complain that many young people have inadequate literacy and arithmetic skills to perform job tasks or to undertake training. The complaint is frequently put in terms of a decline in standards in the schools over the years, a

subject on which there is little hard evidence. In the English-speaking countries—where complaints are most numerous and come from parents, the public, and higher educational institutions—studies and proposals are at a more advanced stage than in other countries.

2. THE YOUTH LABOR SUPPLY

This international comparative study is exploring trends and developments in the supply of youth labor. Data for the United States, Canada, Western Europe, and Japan are being collected and adjusted to permit valid comparisons.

The data are being used for detailed analysis of all important aspects of youth employment and unemployment since the 1960's. The researcher is considering enrollments in educational institutions as they influence labor force participation rates, as well as the propensity to mix school and work in various countries, and weighing the effects of emigration and immigration. The youth shares of population and labor force will be contrasted among countries, and trends will be projected. Differences between sexes within and among countries, as well as other significant aspects of the overall data, will be explored.

**3-011D*** MANPOWER CONFLICTS ARISING FROM MASS LAYOFF ENTITLEMENTS (FORMERLY MANPOWER CONFLICTS AND RESOLUTIONS)

*Dr. James Kuhn*

*Descriptors:* OCCUPATIONAL SAFETY AND HEALTH; ECONOMIC WELFARE; COLLECTIVE BARGAINING; AFFIRMATIVE ACTION PLANS; WORK ENVIRONMENT; JOB RESTRUCTURING; JOB LOCATION; JOB SATISFACTION

This study is intended to explore the value conflicts that arise in the application of various policies affecting the allocation of opportunities and services and the incentives of our mixed-market economy and the ways in which these conflicts are resolved. Initial design called for case studies in four separate areas, but this approach has been revised to favor more detailed exploration of one area—the experience before, during, and after layoffs of conflicts between claims based on affirmative action entitlements and claims based on entitlements guaranteed in collectively bargained employment contracts. Detailed case materials relating to these issues will be analyzed.

*Projects completed in prior fiscal years*

## TRAINING INFORMATION FOR POLICY GUIDANCE

*Dr. Marcia K. Freedman and Dr. Anna B. Dutka*
*September 1979*

*Report Descriptors:* OCCUPATIONAL TRAINING; ON-THE-JOB TRAINING(OJT); GUIDANCE COUNSELING; CETA SERVICES AND PLANNING; STATE AND LOCAL AREA EMPLOYMENT

NTIS PB297331/AS
ETA

## THE CORPORATION AND THE CITY

*Robert Cohen*
*1978*

*Report Descriptors:* SERVICE INDUSTRIES; METROPOLITAN AREAS; EMPLOYMENT OPPORTUNITIES; LABOR MARKET AREAS; PROFESSIONALS

NTIS PB284371/AS

## COMPARATIVE METROPOLITAN EMPLOYMENT COMPLEXES

*Dr. Dale Hiestand and Dr. Dean W. Morse*
*1978*

*Report Descriptors:* METROPOLITAN AREAS; LABOR MARKET BEHAVIOR; DUAL LABOR MARKETS; JOB STRUCTURE; UNION ATTITUDES; LABOR MARKET INFORMATION; INDUSTRY PRACTICES; NEW YORK, NEW YORK; ILLINOIS, CHICAGO; CALIFORNIA, LOS ANGELES; TEXAS, HOUSTON; GEORGIA, ATLANTA

NTIS PB290222/AS
Also available in book form: Comparative Metropolitan Employment Complexes: New York, Chicago, Los Angeles, Houston, Atlanta, Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042.

## CAREERS OF PROFESSIONAL WOMEN

*Alice Yohalem*
*1978*

*Report Descriptors:* WOMEN; CAREER PATTERNS; AFFIRMATIVE ACTION PLANS; EQUAL EMPLOYMENT OPPORTUNITY ACT (1972); ADVANTAGED WORKERS; CAREER GOALS; HIGH-LEVEL JOBS

NTIS PB284493/AS
Also available in book form: The Careers of the Professional Women: Commitment and Conflict, Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042.

## MANAGERS AND WORK REFORM

*Dr. Marcia K. Freedman, Dr. Ivar Berg, and Michael Freeman*
*1978*

*Report Descriptors:* LABOR FORCE BEHAVIOR; INDUSTRIAL RELATIONS; WORK ATTITUDES; INDUSTRY PRACTICES

NTIS PB286630/AS
Also available in book form: Managers and Work Reform: A Limited Engagement, The Free Press, New York, N.Y.

## URBAN MANPOWER IMPLICATIONS OF GROWTH IN SERVICES

*Dr. Thomas M. Stanback*
*1978*

*Report Descriptors:* SERVICE INDUSTRIES; LABOR DEMAND; EMPLOYMENT OPPORTUNITIES; OCCUPATIONAL STRUCTURE; MICROLEVEL ANALYSIS; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB291425/AS

## CONTROLLING SOCIAL EXPENDITURES: THE SEARCH FOR OUTPUT MEASURES

*Dr. Alfred Eichner and Dr. Charles Brecher*
*1978*

*Ongoing project—final report not yet available.

*Report Descriptors:* HUMAN RESOURCES; HUMAN RESOURCE DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; COST EFFECTIVENESS; SUPPORTIVE SERVICES; SERVICE DELIVERY SYSTEMS; NEW YORK, NEW YORK

NTIS PB284353/AS
Also available from Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042.

### COLLECTIVE BARGAINING AND MANPOWER UTILIZATION IN BIG CITY GOVERNMENTS

*Dr. David Lewin, Dr. Raymond Horton, and Dr. James Kuhn*
*1978*

*Report Descriptors:* WAGES; WORKING CONDITIONS; UNIONS; FRINGE BENEFITS; STATE AND LOCAL GOVERNMENTS; NEW YORK, NEW YORK; CALIFORNIA, LOS ANGELES; ILLINOIS, CHICAGO
Available from: Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042.

### STUDENT LOANS AND THE LABOR MARKET

*Dr. Ivar Berg and Dr. Marcia K. Freedman*
*1978*

*Report Descriptors:* EDUCATIONAL ASPIRATIONS; CREDENTIALING; DEBTOR/CREDITOR RELATIONSHIP; DISCRIMINATION; JOB CREATION; LABOR PRODUCTIVITY; COMMUTING

NTIS PB284139/AS

### BRIDGES TO WORK: INTERNATIONAL COMPARISONS OF TRANSITION SERVICES

*Dr. Beatrice G. Reubens*
*1977*

*Report Descriptors:* YOUTH; VOCATIONAL GUIDANCE; SERVICE DELIVERY SYSTEMS; TRANSITION FROM SCHOOL TO WORK; EUROPE; JAPAN; CANADA
ETA R&D MONOGRAPH NO. 63
Also available from: Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042.

### THE LIMITS OF HEALTH REFORM

*Dr. Eli Ginzberg*
*1977*

*Report Descriptors:* HEALTH CARE INDUSTRY; HEALTH OCCUPATIONS; HOSPITALS; PHYSICIANS; NURSES; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT
Also available in book form: Limits of Health Reform: The Search for Realism, Basic Books, Inc., New York, N.Y. 01977.

### THE HUMAN ECONOMY

*Dr. Eli Ginzberg*
*May 1976*

*Report Descriptors:* HUMAN RESOURCES; LABOR SUPPLY; ECONOMICS; LABOR MARKET BEHAVIOR; TRAINING EFFECTIVENESS AND IMPACT; SERVICE DELIVERY SYSTEMS; HUMAN RESOURCE DEVELOPMENT POLICY; LABOR MARKET INFORMATION
Available from McGraw-Hill Book Co., New York,N.Y.

### PRIDE AGAINST PREJUDICE: WORK IN THE LIVES OF OLDER BLACKS AND YOUNG PUERTO RICAN WORKERS

*Dr. Dean W. Morse*
*February 1977*

*Report Descriptors:* MINORITIES; OLDER WORKERS; BLACKS; PUERTO RICANS; INNER-CITY RESIDENTS; URBAN PROBLEMS; NEW YORK, NEW YORK

NTIS PB266081/AS
Also available from Conservation of Human Resources Project, Columbia University, New York, N.Y. 10027.

### LABOR MARKETS: SEGMENTS AND SHELTERS

*Dr. Marcia K. Freedman, assisted by Gretchen E. Maclachlan*
*August 1976*

*Report Descriptors:* INDUSTRIAL MOBILITY; LOW INCOME; RACIAL DISCRIMINATION; JOB STRUCTURE; ELITE OCCUPATIONS; OCCUPATIONAL LICENSING; UPGRADING; UNIONS; POVERTY; OCCUPATIONAL MOBILITY; GHETTO RESIDENTS; UNEMPLOYMENT INSURANCE

NTIS PB265816/AS
Also available from Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042.

### SUBURBANIZATION AND THE CITY

*Dr. Thomas M. Stanback and Richard Knight*
*August 1976*

*Report Descriptors:* METROPOLITAN AREAS; SUBURBAN LABOR MARKETS; SERVICE INDUSTRIES; WOMEN; WHITE-COLLAR OCCUPATIONS; LABOR FORCE BEHAVIOR; INNER-CITY RESIDENTS; AGE DIFFERENCES; BLACKS; EMPLOYMENT OPPORTUNITIES

NTIS PB266813/AS
Also available from Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042.

### WORK AND WELFARE IN NEW YORK CITY

POLICY STUDIES IN EMPLOYMENT AND WELFARE, NUMBER 21

*Miriam Ostow and Dr. Anna B. Dutka*
*1975*

*Report Descriptors:* WELFARE PROGRAMS; EMPLOYMENT PATTERNS; MIGRANTS; POVERTY; LABOR MARKET BEHAVIOR; LOW-WAGE INDUSTRIES; WELFARE RECIPIENTS; NEW YORK, NEW YORK

NTIS PB262164/AS
Also available from The Johns Hopkins University Press, Baltimore, Md. 21218, *Policy Studies in Employment and Welfare No. 21* (paperback).

## 3-012* NATIONAL LONGITUDINAL SURVEYS OF LABOR FORCE BEHAVIOR

*THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION*
*COLUMBUS, OHIO*
*AND*
*BUREAU OF THE CENSUS*
*WASHINGTON, D.C.*

*Dr. Herbert S. Parnes, Center For Human Resource Research, The Ohio State University; and Demographic Surveys Division, Bureau of the Census*

*Contracts 82-39-72-21 (formerly 81-37-68-21, 81-34-28, 81-37-69-15, 81-37-70-18)—Ohio State University; and 81-08-38 and 20-11-73-06—Bureau of the Census*
*Project still in progress*

*Descriptors:* LABOR MARKET; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNEMPLOYMENT; AGE DIFFERENCES; EDUCATION; TRAINING; ECONOMIC ANALYSIS AND ECONOMETRICS; SOCIOLOGICAL FACTORS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; DATA SOURCES AND USE

The National Longitudinal Surveys study is probing the relationship of factors influencing the labor force behavior and work experience of four groups: Men aged 45 to 59; women 30 to 44; and men and women 14 to 24 at the beginning of the study. It focuses on the interaction among economic, sociological, and psychological variables that permit some members of a given age-education-occupation group to have satisfactory work experiences while others do not.

The study entails consecutive surveys (most by personal interview) of each group. The interviews have generally been at 1-year intervals in the first 5 years of the surveys. The initial surveys were conducted in 1966 for both groups of men, in 1967 for the women aged 30 to 44, and in 1968 for the women aged 14 to 24. Following the fifth-year personal interviews, a series of two biennial telephone followup interviews was initiated for each of the cohorts. A 10th-year personal interview was conducted for the two male cohorts in 1976, for the older women in 1977, and for the younger women in 1978.

Telephone interviews were conducted in 1978 for the younger and older men and in 1979 for the two groups of women. Plans are to continue the survey with one more telephone interview for each of these cohorts and a 15th-year personal interview for each of the cohorts. The Bureau of the Census draws the samples and collects and tabulates the data. Ohio State prepares the data-collection schedules, plans the tabulations, analyzes the results, and prepares reports analyzing the data. Reports on many of the annual surveys are reproduced as R&D (research and development) monographs. Tapes containing survey data are available for purchase from The Ohio State University.

A new cohort was added to the National Longitudinal Surveys in 1979: a national sample of 13,000 young people aged 14 to 21 with overrepresentation of black, Hispanic, and poor white youth. For these respondents, the surveys provide employment histories; details about socioeconomic status, education, training, and family background; and a number of general attitude measures. Annual surveys of this youth cohort will be conducted through 1984.

## THE NATIONAL LONGITUDINAL SURVEYS HANDBOOK (REVISED: JANUARY 1979)

*Dr. Herbert S. Parnes and others*
*January 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY; DATA SOURCES AND USE; HANDBOOKS; LITERATURE REVIEW

The handbook is available free from The National Longitudinal Survey Users' Office, Center for Human Resource Research, 1375 Perry St., Suite 585, Columbus, Ohio 43201.

## WOMEN AND THE ECONOMY: A BIBLIOGRAPHY AND A REVIEW OF THE LITERATURE ON SEX DISCRIMINATION IN THE LABOR MARKET

*Andrew I. Kohen with Susan C. Breinich and Patricia M. Shields*
*March 1975*

*Report Descriptors:* SEX DISCRIMINATION; MALE/FEMALE; WOMEN

NTIS PB241193/AS

## 3-012A* THE PRE-RETIREMENT YEARS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF MEN

*Descriptors:* LABOR MARKET BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNIONIZATION; OLDER WORKERS; LABOR FORCE PARTICIPATION; PENSIONS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; INTERFIRM MOBILITY; JOB RETENTION; MEN; WAGE DIFFERENTIALS; DISCRIMINATION; RETURNS ON TRAINING; HEALTH

This portion of the National Longitudinal Surveys examines influences on the work behavior and experience of a national sample of men aged 45 to 59 when the study began. It analyzes changes in their labor force behavior and employment status.

Personal interviews were conducted in 1966, 1967, 1969, and 1971; an abbreviated mail survey in 1968; and telephone interviews in 1973 and 1975. A 10th-year personal interview survey was conducted in 1976, and telephone interviews were conducted in 1978 and 1980. A 15th-year personal interview is planned in 1981. A third report on men who were 45 to 59 years of age in 1966 describes and analyzes the changes in their labor force and employment status between 1966 (the date of the first survey) and 1969 (the date of the fourth survey). A fourth report based on the surveys through 1971, and a fifth report based on the surveys through 1976 have been issued.

The third report indicates that in most occupations organized workers do better by almost every measure—tenure, pay, pension coverage, for example—than the unorganized. Labor organization is especially vital to blacks. Among nonunion operatives (a job class including such occupations as truckdrivers, assemblers, textile weavers, and welders), white men earned 27 percent more an hour than did black men, whereas the differential was 11 percent among unionized operatives.

On the average, there is less discrimination against blacks in union than in nonunion labor markets. Further, relatively more blacks than whites have collective-bargaining coverage. More training equaled higher wages, irrespective of education or personal drive, particularly for black men. Wage differentials were smaller between blacks and whites with training.

*Ongoing project—final report not yet available.

Organized workers had longer job tenure, were more attached to their current jobs, and felt that they had more control over their lives.

Unionization also results in greater pension coverage. Pension plans may inhibit interfirm movement among men of this age group. The rate of voluntary job changing between 1966 and 1969 was lower for those with pension coverage than for those without. However, tenure influenced job changing the most. Regardless of pension coverage, job changers were concentrated among men with short tenure. The longer a man's tenure, the more immobile he became.

The fourth report discusses the important influence of the men's health on their labor market position. A substantial minority report health conditions that limit the amount and kind of work they can do; men reporting health limitations have lower hourly and annual earnings and suffer more unemployment; and poor health is important in explaining the lower labor force participation of black men and early withdrawal from the labor force of black and white men. Among the other findings are: (1) Occupational training does not help most middle-aged workers improve their earnings; however, some gains are made by blacks who take earlier training and later enroll in company training programs; (2) positive attitudes toward work and achievement do not benefit blacks as much as they do whites; and (3) whites progress noticeably further than blacks in firms where both are employed.

The fifth report focuses on the employment-related circumstances of the sample of respondents over the decade 1966 to 1976. Among the findings are the following: (1) Contrary to popular impressions, only a small minority of men are forced out of jobs by mandatory retirement plans; (2) poor health forces out of jobs eight times as many men as does mandatory retirement; (3) a larger proportion of blacks than whites leave the labor force because of disability, but this difference is explained by the difference in earnings relative to disability benefits; (4) although it is decreasing, race discrimination still causes severe labor market disadvantages for blacks; and (5) most men who retire for reasons other than health are happy in retirement, and most middle-aged and older men who remain in the labor force enjoy relatively favorable positions.

### VOL. 1 (1966 SURVEY)

*Herbert S. Parnes, Belton M. Fleisher, Robert C. Miljus, and Ruth S. Spitz*
*1970*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; BLACK/WHITE; LABOR MARKET BEHAVIOR; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; LABOR MOBILITY; JOB RETENTION; HEALTH; JOB SATISFACTION; WORK ATTITUDES; RETIREMENT; PENSIONS

NTIS PB180530/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 1, 1970
GPO

### VOL. 2 (1967 SURVEY)

*Herbert S. Parnes, Karl A. Egge, Andrew I. Kohen, and Ronald M. Schmidt*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; BLACK/WHITE; LABOR MARKET BEHAVIOR; LABOR MOBILITY; HEALTH; JOB SATISFACTION; WORK ATTITUDES

NTIS PB192671/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 2, 1970
GPO

### VOL. 3 (1968 AND 1969 SURVEYS)

*Herbert S. Parnes, Gilbert Nestel, and Paul J. Andrisani*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; PENSIONS; UNIONIZATION; JOB RETENTION; MEN; WAGE DIFFERENTIALS; RETURNS ON TRAINING; BLACK/WHITE; INTERFIRM MOBILITY; ATTITUDES

NTIS PB212637/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 3, 1973
GPO

### VOL. 4 (1966 THROUGH 1971 SURVEYS)

*Herbert S. Parnes, Arvil Van Adams, Paul J. Andrisani, Andrew I. Kohen, and Gilbert Nestel*
*December 1974*

*Report Descriptors:* LABOR MARKET BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; LABOR MOBILITY; OLDER WORKERS; LABOR FORCE PARTICIPATION; PENSIONS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; INTERFIRM MOBILITY; JOB RETENTION; MEN; WAGE DIFFERENTIALS; DISCRIMINATION; RETURNS ON TRAINING; HEALTH; MOTIVATION; ATTITUDES; TRANSITION FROM WORK TO RETIREMENT
ETA MANPOWER R&D MONOGRAPH NO. 15, VOL. 4, 1975
GPO

## FROM THE MIDDLE TO THE LATER YEARS: LONGITUDINAL STUDIES OF THE PRE-RETIREMENT EXPERIENCES OF MEN

### VOL. 5 IN THE SERIES (THE PRE-RETIREMENT YEARS)

*Herbert S. Parnes, Gilbert Nestel, Thomas N. Chrukos, Thomas N. Daymont, Frank L. Mott, Donald O. Parsons, and Associates*
*September 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; MEN; RETIREMENT; BLACK/WHITE; EARNINGS; EMPLOYMENT; JOB SATISFACTION

NTIS PB80-154636/AS

## SHIFT WORKERS: A DESCRIPTIVE ANALYSIS OF WORKER CHARACTERISTICS

*Carol Medley*
*July 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; MEN; WOMEN; WORK SCHEDULES

NTIS

## MIDDLE-AGE JOB-LOSERS

*Herbert S. Parnes and Randall Howard King*
*March 1977*

*Report Descriptors:* [illegible]TIONAL LONGITUDINAL SURVEYS; LABOR FORCE PARTI[illegible]PATION; EMPLOYMENT PATTERNS; OLDER WORKERS; UNEMPLOYMENT; LABOR MOBILITY

NTIS PB270851/AS

## EARNINGS DIFFERENTIALS AMONG UNIONIZED WORKERS IN THE PUBLIC AND PRIVATE SECTORS

*David Shapiro*
*July 1976*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; UNIONS; EARNINGS; PUBLIC SECTOR

## A COMPARATIVE STUDY OF THE DURATION OF UNEMPLOYMENT OF YOUNG AND MIDDLE-AGED MEN

*Timothy J. Carr*
*January 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; MEN; UNEMPLOYMENT; JOB SEARCH; BLACK/WHITE

NTIS PB296174/AS

## 3-012B* YEARS FOR DECISION: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN

*Descriptors:* EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MOBILITY; TURNOVER; TRANSITION FROM SCHOOL TO WORK; JOB SATISFACTION; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; LABOR MARKET BEHAVIOR; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; INTERFIRM MOBILITY; CAREER GOALS

This study examines the transition from school to work and the early labor market experience of young women who were 14 to 24 years old in 1968. It seeks to identify changes in educational and career aspirations, work experience, and factors influencing the changes between surveys and eventually over the entire period covered by the surveys.

This portion of the National Longitudinal Surveys included annual personal interviews from 1968 to 1973. They were continued through biennial telephone interviews, a 10th-year personal interview in 1978, and a telephone interview in 1980. Plans are to continue the surveys with one more telephone interview and a 15th-year personal interview in 1983.

As the young women increased their education and experience, they were more realistic about the likelihood of their employment at age 35; but they maintained unrealistically high occupational goals. Most realistic were college graduates, especially blacks, who aspired to professional and managerial jobs; least realistic were the considerable number with less than a high school education who had similar aspirations. The substantial number of women who had changed employers enjoyed greater increases in wage rates and job satisfaction than nonchangers. Apparently early job shifts lead to better adjustments to the labor market, which produced greater stability on a job.

A fourth report examined the educational, labor market, and family experiences of young women from 1968 to 1973. It found that: (1) There were dramatic changes in women's attitudes toward working outside the home and in their actual work force participation. (For example, the number of women who would work even if their husbands disapproved more than doubled, rising from 12 to 27 percent.) (2) Although more women are entering the labor force, they continue to occupy the low-paying, traditionally female positions. (3) Many women continued to work during most of their pregnancy and returned to work shortly after their children were born. (4) There was substantial marital disruption in the sample. In the 5-year period, 1 out of 8 white women and 1 out of 3 black women went through divorce or marital separation. Marriage breakups resulted in a sizable drop in women's income level. (5) When asked what they expected to be doing at age 35, most young women mentioned home and family first. Thus it is important to encourage young women to obtain the job skills needed for a longer working career than they expect.

### VOL. 1 (1968 SURVEY)

*John R. Shea, Roger D. Roderick, Frederick A. Zeller, and Andrew I. Kohen*
*1971*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; SOCIOLOGICAL FACTORS; EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; TRANSITION FROM SCHOOL TO WORK; STUDENTS; EMPLOYMENT PATTERNS; JOB RETENTION; WORK ATTITUDES; CHILD DAY CARE; EDUCATIONAL ASPIRATIONS

NTIS PB201289/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 1, 1971
GPO

### VOL. 2 (1969 SURVEY)

*Roger D. Roderick, with the assistance of Joseph M. Davis*
*1973*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; TRANSITION TO WORK; LABOR MARKET BEHAVIOR; LABOR MOBILITY; GEOGRAPHIC MOBILITY; JOB SATISFACTION; VOCATIONAL GUIDANCE; EDUCATION; CURRICULUMS; YOUNG WOMEN

NTIS PB220735/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 2, 1974
GPO

### VOL. 3

*Roger D. Roderick and Andrew I. Kohen*
*1973*

*Report Descriptors:* EDUCATION; TRAINING; BLACK/WHITE; YOUNG WOMEN; LABOR FORCE PARTICIPATION; INTERFIRM MOBILITY; TURNOVER; TRANSITION FROM SCHOOL TO WORK; UNEMPLOYMENT; JOB SATISFACTION; NATIONAL LONGITUDINAL SURVEYS

NTIS PB232331/AS
ETA R&D MONOGRAPH NO. 24, VOL. 3, 1976
GPO

*Ongoing project—final report not yet available.

VOL. 4

*Frank L. Mott, Steven H. Sandell, David Shapiro, Patricia K. Brito, Timothy J. Carr, Rex C. Johnson, Carol L. Jusenius, Peter J. Koenig, and Sylvia F. Moore*
*November 1977*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; LABOR FORCE PARTICIPATION; EDUCATION; OCCUPATIONAL CHOICE; MARITAL STABILITY
ETA R&D MONOGRAPH NO. 24, VOL. 4, 1978
GPO

## CAUSES OF DIFFERENTIALS IN EARLY LABOR MARKET SUCCESS AMONG YOUNG WOMEN

*Andrew I. Kohen and Roger D. Roderick*
*1972*

*Report Descriptors:* YOUNG WOMEN; WAGE DIFFERENTIALS; CAREER PATTERNS
In *Proceedings of the Social Statistics Section, American Statistical Association*, 1972.

## PROSPECTIVE FERTILITY AMONG WOMEN IN THE UNITED STATES: THE DETERMINANTS OF FERTILITY EXPECTATIONS AND IDEALS

*Richard L. Shortlidge, Jr. and Andrew I. Kohen*
*June 1975*

*Report Descriptors:* YOUNG WOMEN; ASPIRATIONS; ATTITUDES; EMPLOYMENT; CHILDREN; FERTILITY

NTIS PB242791/AS

## HOW WOMEN ARRANGE FOR THE CARE OF THEIR CHILDREN WHILE THEY WORK: A STUDY OF CHILD CARE ARRANGEMENTS, COSTS, AND PREFERENCES IN 1971

*Richard L. Shortlidge, Jr. and Patricia K. Brito*
*January 1977*

*Report Descriptors:* MOTHERS; CHILD DAY CARE; LABOR FORCE PARTICIPATION

## THE DETERMINANTS AND CONSEQUENCES OF OCCUPATIONAL INFORMATION FOR YOUNG WOMEN

*Frank L. Mott and Sylvia F. Moore*
*April 1976*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; OCCUPATIONAL INFORMATION; TESTING

NTIS PB270890/AS

## CAREER PATTERNS OF A NATIONAL SAMPLE OF WOMEN

*Louise Vetter and David W. Stockburger*
*1974*

*Report Descriptors:* YOUNG WOMEN; WOMEN; CAREER PATTERNS
Available from The Center for Vocational and Technical Education, The Ohio State University, 1974.

## RACIAL DIFFERENCES IN FEMALE LABOR FORCE PARTICIPATION: TRENDS AND IMPLICATIONS FOR THE FUTURE

*Frank L. Mott*
*May 1978*

*Report Descriptors:* EMPLOYMENT; WOMEN; BLACKS; EARNINGS; NATIONAL LONGITUDINAL SURVEYS; ATTITUDES

## WORK EXPECTATIONS, HUMAN CAPITAL ACCUMULATION, AND THE WAGES OF YOUNG WOMEN

*Steven H. Sandell, David Shapiro, and Research Associates*
*April 1978*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; LABOR FORCE BEHAVIOR; ECONOMIC ANALYSIS AND ECONOMETRICS

## WORK AND FAMILY IN THE SCHOOL LEAVING YEARS: A COMPARISON OF FEMALE HIGH SCHOOL GRADUATES AND DROPOUTS

*Frank L. Mott and Lois B. Shaw*
*May 1978*

*Report Descriptors:* WOMEN; BLACK/WHITE; EARNINGS; EDUCATION; UNEMPLOYMENT; CHILDREN

## THE CAUSES OF MARITAL DISRUPTION AMONG AMERICAN WOMEN: AN INTERDISCIPLINARY PERSPECTIVE

*Frank L. Mott and Sylvia F. Moore*
*September 1978*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; UNIONS; EARNINGS; PUBLIC SECTOR

## COUNTING YOUTH: A COMPARISON OF YOUTH LABOR FORCE STATISTICS IN THE CURRENT POPULATION SURVEY AND THE NATIONAL LONGITUDINAL SURVEYS

*Michael E. Borus, Frank L. Mott, and Gilbert Nestel*
*July 1978*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY; YOUNG MEN; YOUNG WOMEN; EMPLOYMENT; UNEMPLOYMENT

## DOES LIVING IN A SINGLE-PARENT FAMILY AFFECT HIGH SCHOOL COMPLETION FOR YOUNG WOMEN?

*Lois B. Shaw*
*March 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; WOMEN; FAMILIES; EDUCATION; BLACK/WHITE

NTIS PB296147/AS

## THE SHORT-TERM EFFECTS OF MARITAL DISRUPTION ON THE LABOR SUPPLY BEHAVIOR OF YOUNG WOMEN

*Sylvia F. Moore*
*October 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; YOUNG WOMEN; EMPLOYMENT; EARNINGS

NTIS PB80-164718/AS

**3-012C*** CAREER THRESHOLDS: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH

*Descriptors:* BLACK/WHITE; YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET BEHAVIOR; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; NATIONAL LONGITUDINAL SURVEYS; DROPOUTS; INTERFIRM MOBILITY; WORK ATTITUDES

This portion of the National Longitudinal Surveys examines the transition from school to work and the early labor market experience of a national sample of young men who were 14 to 24 years of age in 1966. It identifies changes over time in their educational and career aspirations, employment and unemployment experience, and other factors affecting work experience, including attitudes, socioeconomic background, and education.

There were personal interviews every year from 1966 to 1971, telephone surveys in 1973 and 1975, a 10th-year interview in 1976, and a telephone interview in 1978. A telephone interview was held in 1980 and a 15th-year personal interview is scheduled for 1981.

A comparison of the labor market experiences of out-of-school high school graduates and nongraduates shows that the graduates fared better, despite their shorter labor market exposure. They showed a stronger commitment to work and sense of personal effectiveness. The data on unemployment and on hourly earnings indicate that young black men were hurt more than the young white men by dropping out of school.

Young men initially in jobs with lower pay and satisfaction generally changed jobs more often and improved their position. A greater proportion of blacks than whites changed jobs. Both black and white job changers experienced more unemployment than did nonchangers. This held down the increase in annual earnings for whites, but not for blacks.

Controlling for age, education, and occupation did not alter the intercolor difference in occupational movement, which widened the socioeconomic disparity between blacks and whites.

The fifth report examined the impact of collective-bargaining coverage on the 1969-70 labor market experiences of young male blue-collar workers. It showed that collective-bargaining coverage has a substantial net impact on the hourly earnings of both white and black men in the early stages of their work careers. Furthermore, unionized blacks experienced much less unemployment than did their nonunionized counterparts.

The sixth volume analyzed six years of labor market experience for respondents who were interviewed annually from 1966-71. In 1971 the respondents were ages 19-29 and therefore many had made important decisions about the world of work they would enter or had already entered. The volume analyzes several interrelated aspects of the educational and labor market experiences of the young men. Individual chapters focus on: (1) Processes of goal formation and revision. The findings indicate that the net effect of social class on aspiration levels is insignificant for blacks and, for whites it is far less than might have been anticipated; (2) accumulation of human capital which is found to play important and independent roles in the achievement of labor market success of young men; (3) the consequences of occupational mobility. Findings show that the absolute size of the gain was considerably smaller for blacks than whites; (4) dimensions of youth unemployment; and (5) the determinants and consequences of military service during the Vietnam era. Regarding the last, the results show that the socioeconomic background of veterans, after controlling for education and ability, exhibited no independent direct effect upon the likelihood of service. In addition, after taking into account various background factors, the investigators found that youth who had completed only their high school education served in the military in disproportionate numbers.

VOL. 1 (1966 SURVEY)

*Herbert S. Parnes, Robert C. Miljus, and Ruth S. Spitz*
*1970*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR; BLACK/WHITE; CAREER PATTERNS; EDUCATION; TRAINING; SOCIOLOGICAL FACTORS; VOCATIONAL EDUCATION; JOB SEARCH; VOCATIONAL GUIDANCE; JOB SATISFACTION; TRANSITION FROM SCHOOL TO WORK; CAREER GOALS; YOUNG MEN; EDUCATIONAL ASPIRATIONS

NTIS PB183539/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL 1, 1970
GPO

VOL. 2 (1967 SURVEY)

*Frederick A. Zeller, John R. Shea, Andrew I. Kohen, and Jack A. Meyer*
*1971*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; EDUCATION; TRAINING; JOB SATISFACTION; TRANSITION FROM SCHOOL TO WORK; BLACK/WHITE; DROPOUTS; YOUNG MEN

NTIS PB201288/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 2, 1971
GPO

VOL. 3 (1968 SURVEY)

*Andrew I. Kohen and Herbert S. Parnes*
*1971*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK; LABOR MARKET BEHAVIOR; EDUCATIONAL ASPIRATIONS; EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MOBILITY; JOB SATISFACTION; BLACK/WHITE; CAREER GOALS; YOUNG MEN

NTIS PB201287/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 3, 1971
GPO

***Ongoing project—final report not yet available.**

VOL. 4 (1969 SURVEY)

*Andrew I. Kohen, with the assistance of Paul Andrisani*
*January 1973*

*Report Descriptors:* BLACK/WHITE; YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; WORK ATTITUDES; NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK

NTIS PB220734/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 4, 1974
GPO

VOL. 5 (1969 AND 1970 SURVEYS)

*Paul J. Andrisani and Andrew I. Kohen*
*April 1975*

*Report Descriptors:* BLACK/WHITE; UNIONS; EARNINGS; UNEMPLOYMENT; BLUE-COLLAR WORKERS; YOUNG MEN; NATIONAL LONGITUDINAL SURVEYS

NTIS PB243396/AS
ETA R&D MONOGRAPH NO. 16, VOL. 5, 1976
GPO

VOL. 6

*Andrew I. Kohen, John T. Grasso, Steven C. Myers, and Patricia M. Shields*
*March 1977*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; LABOR MARKET BEHAVIOR; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK; VETERANS

NTIS PB266221/AS
ETA R&D MONOGRAPH NO. 16, VOL. 6, 1977
GPO

## KNOWLEDGE OF THE WORLD OF WORK: A TEST OF OCCUPATIONAL INFORMATION FOR YOUNG MEN

*Dr. Andrew I. Kohen and Susan C. Breinich*
*1974*

*Report Descriptors:* OCCUPATIONAL INFORMATION; YOUNG MEN; TESTING
Available from The Ohio State University Center for Human Resource Research.

## THE EFFECTS OF RACE AND SEX DISCRIMINATION ON EARLY CAREER EARNINGS

*Andrew I. Kohen and Roger D. Roderick*
*June 1975*

*Report Descriptors:* YOUNG MEN; YOUNG WOMEN; BLACK/WHITE; SEX DISCRIMINATION; DISCRIMINATION

NTIS PB242772/AS

## THE CONTRIBUTIONS OF VOCATIONAL EDUCATIONAL TRAINING AND WORK EXPERIENCE TO THE EARLY CAREER ACHIEVEMENTS OF YOUNG MEN

*John T. Grasso*
*July 1975*

*Report Descriptors:* YOUNG MEN; VOCATIONAL EDUCATION; HIGH SCHOOLS; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MARKET BEHAVIOR

## THE DEMAND FOR COLLEGE: THE EFFECT OF LOCAL COLLEGES ON ATTENDANCE

*Steven H. Sandell*
*June 1976*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; EDUCATIONAL ASPIRATIONS; UNIVERSITIES AND COLLEGES

## THE DETERMINANTS OF SERVICE IN THE ARMED FORCES DURING THE VIETNAM ERA

*Patricia M. Shields*
*December 1977*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; STATUS; ARMED FORCES; HEALTH; BLACK/WHITE

NTIS PB296198/AS

## THE LABOR MARKET CONSEQUENCES OF DROPPING OUT OF HIGH SCHOOL

*Randall Howard King*
*September 1978*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; DROPOUTS; YOUNG MEN; YOUNG WOMEN; RETURNS ON EDUCATIONAL INVESTMENT; EMPLOYMENT

NTIS PB296189/AS

## MEASUREMENT ERROR AND THE CONSEQUENCES: THE CASE OF ANNUAL HOURS OF WORK

*Steven H. Sandell and Peter J. Koenig*
*October 1978*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS; YOUNG MEN; YOUNG WOMEN

NTIS PB296227/AS

## TEENAGE UNEMPLOYMENT: SOME EVIDENCE OF THE LONG-RUN EFFECTS ON WAGES

*Brian E. Becker and Stephen M. Hills*
*February 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; BLACK/WHITE; EARNINGS; TRANSITION TO WORK; UNEMPLOYMENT

NTIS PB296213/AS

## TEENAGE LOCUS OF CONTROL AND ADULT UNEMPLOYMENT

*Brian E. Becker and Stephen M. Hills*
*January 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; BLACK/WHITE; UNEMPLOYMENT; WORK ATTITUDES; MOTIVATION

NTIS PB296171/AS

**3-012D*** DUAL CAREERS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF WOMEN

*Descriptors:* WOMEN; LABOR FORCE PARTICIPATION; LABOR MOBILITY; CHILD DAY CARE; MATURE WORKERS; JOB SATISFACTION; WORK ATTITUDES; LABOR MARKET BEHAVIOR; FAMILIES; TURNOVER; HEALTH; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; JOB SEARCH

This portion of the National Longitudinal Surveys examines: (1) Determinants of the labor force participation and experience of a national sample of mature women, many of whom were returning to the labor market after a period of absence spent fulfilling family responsibilities; (2) changes in work plans, the relationship between age of children and working, education, and job search problems; and (3) the possible effects of child-care facilities on labor force participation.

Personal interviews were conducted in 1967, when the women were 30 to 44 years of age, and in 1969, 1971, and 1972. A brief questionnaire was mailed in 1968. Telephone interviews were conducted in 1974 and 1976, a 10th-year personal interview was held in 1977, and a telephone interview was conducted in 1979. Plans call for a telephone interview in 1981 and a 15th-year personal interview in 1982.

The first and second followup reports examined primarily changes in the women's labor force and employment status between 1967 and 1969 and how they were related to changes in personal and family characteristics.

Labor force participation noticeably increased among married women who: (1) Had children under 6 years of age in 1967 but not in 1969; (2) had more children in college in 1969 than in 1967; (3) reported in 1967 that they "expected to be working" 5 years hence, rather than "staying home," "going to school," etc. (asked of women not in the labor force in 1967); (4) received training or a degree, diploma, or certificate after the initial survey, which the authors see as a manifestation of an already strong work commitment; and (5) had white-collar husbands (and were white with children under age 6 in 1967, but not in 1969), suggesting that more easily available child-care facilities would produce the greatest labor force increase among the relatively well-to-do.

Few of the married women not in the labor force (less than 1 percent of the whites and only 3 percent of the blacks) reported that their reason for not looking for work was inability to find work. Family responsibilities were mentioned most often.

Interfirm mobility was high among women who, in 1967, were in low-paying or short tenure jobs or disliked their jobs. Job changers were more likely to have had pay increases than were nonchangers. The third followup report examines the demand for child-care facilities and movement into and out of traditionally female occupations. Black and white women in atypical occupations in 1971 had higher average hourly rates of pay than those in typically female jobs. While white women moved out of traditionally female occupations over the 1967-71 period, black women tended to enter these occupations.

A significant number of women would like to utilize organized day care. For every mother of a preschool child who was using a day-care center or home, there were three who would have liked to use one. The lack of adequate child care prevented 5 percent of the white and 26 percent of the black mothers of children under 6 from looking for work. The study suggests, however, that the demand for day care results more from the unavailability of family members to care for children than from a preference for organized day-care arrangements.

The fourth followup report analyzes several aspects of the women's labor market experience and behavior during 1967-72. For this cohort, the 5 years produced a general improvement in labor market position. There was considerable stability in labor force status not only during this period, but also over the entire working lives of the women. However, only a minority established "careers" in the sense of having worked in the same or related occupations for as much as three-fourths of their time since leaving school. This proportion is as high as one-half among the never married (without children), about one-third among the ever married without children, but only 7 percent among the ever married with children. Nevertheless, married women who are employed make substantial contributions to family income—one-fourth on the average for white women and one-third for blacks.

The findings show that, irrespective of marital status, the women's labor market success is related to their previous investments in human capital—number of years of schooling, training outside the formal educational system, and extent of work experience. Work experience, however, is not uniformly important, having little influence on low-skilled jobs.

Women's "tastes" and attitudes are strongly related to their labor market behavior. Specifically, if a woman has "liberated" views on the propriety of labor market participation by the mothers of young children, she is more likely to have pursued a career. If employed, she is more likely to have persons other than family members care for her children.

Black women fare less well than white women, in most respects, even when factors affecting their relative productivities (e.g., education) are controlled.

Beyond combating sex discrimination and enhancing labor market options by continuing to increase child-care services, for example, labor market policies relating to women should be no different from those for men.

VOL. 1 (1967 SURVEY)

*John R. Shea, Ruth S. Spitz, and Frederick A. Zeller 1970*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; WOMEN; SOCIOLOGICAL FACTORS; BLACK/WHITE; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; HEALTH; EDUCATION; TRAINING; CHILD DAY CARE; COMMUTING; WORK SCHEDULES; OCCUPATIONAL MOBILITY; GEOGRAPHIC MOBILITY; EARNINGS; WORK ATTITUDES; JOB SATISFACTION; JOB RETENTION

NTIS PB193239/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 1, 1970
GPO

VOL. 2 (1969 SURVEY)

*John R. Shea, Sookon Kim, and Roger D. Roderick*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; ROLE MODELS; ATTITUDES; WORK ROLES; LABOR MOBILITY; LABOR FORCE PARTICIPATION

*Ongoing project—final report not yet available.

NTIS PB214569/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 2, 1973
GPO

VOL. 3 (1967, 1969, AND 1971 SURVEYS)

*Carol L. Jusenius and Richard L. Shortlidge, Jr.*
*February 1975*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; WOMEN; BLACK/WHITE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY; JOB SATISFACTION; EARNINGS; FAMILIES; LABOR MOBILITY; MOTHERS; CHILD DAY CARE; OCCUPATIONAL CHOICE

NTIS PB241192/AS
ETA R&D MONOGRAPH NO. 21, VOL. 3, 1975
GPO

VOL. 4 (1967, 1969, 1971, AND 1972 SURVEYS)

*Herbert S. Parnes, Carol L. Jusenius, Francine Blau, Gilbert Nestel, Richard L. Shortlidge, Jr., and Steven H. Sandell*
*December 1975*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; WOMEN; BLACK/WHITE; OCCUPATIONAL MOBILITY; LABOR FORCE PARTICIPATION; CHILD DAY CARE

NTIS PB250512/AS
ETA R&D MONOGRAPH NO. 21, VOL. 4, 1976

## THE THEORY OF HUMAN CAPITAL AND THE EARNINGS OF WOMEN: A RE-EXAMINATION OF THE EVIDENCE

*Steven H. Sandell and David Shapiro*
*September 1975*

*Report Descriptors:* WOMEN; JOB RETENTION; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS; EARNINGS

## THE MATURE WOMEN'S COHORT: A SOCIOECONOMIC OVERVIEW

*Frank L. Mott*
*April 1978*

*Report Descriptors:* WOMEN; NATIONAL LONGITUDINAL SURVEYS; EARNINGS; EMPLOYMENT; BLACKS; ATTITUDES

NTIS PB283730/AS

## IS THE UNEMPLOYMENT RATE OF WOMEN TOO LOW? A DIRECT TEST OF THE ECONOMIC THEORY OF JOB SEARCH

*Steven H. Sandell*
*May 1978*

*Report Descriptors:* UNEMPLOYMENT; WOMEN; NATIONAL LONGITUDINAL SURVEYS; WAGES; LABOR MARKET BEHAVIOR

## ECONOMIC CONSEQUENCES OF MARITAL DISRUPTION FOR WOMEN IN THEIR MIDDLE YEARS

*Lois B. Shaw*
*June 1978*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; WOMEN; ECONOMIC STATUS; BLACK/WHITE; EMPLOYMENT; EARNINGS

## THE SOCIOECONOMIC CIRCUMSTANCES OF HOUSEHOLDS HEADED BY WOMEN: RESULTS FROM THE NATIONAL LONGITUDINAL SURVEYS

*Frank L. Mott*
*December 1978*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; WOMEN; YOUNG WOMEN; LABOR MARKET BEHAVIOR; BLACK/WHITE; EMPLOYMENT

## CHANGES IN THE WORK ATTACHMENT OF MARRIED WOMEN, 1966-1976

*Lois B. Shaw*
*October 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; WOMEN; BLACK/WHITE; LABOR FORCE PARTICIPATION

NTIS

## A PROFILE OF WOMEN POTENTIALLY ELIGIBLE FOR THE DISPLACED HOMEMAKER PROGRAM UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1978

*Lois B. Shaw*
*July 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; WOMEN; UNEMPLOYMENT; UNDEREMPLOYMENT; DISPLACED HOMEMAKER PROGRAM

NTIS

## JOB SEARCH BY UNEMPLOYED WOMEN: DETERMINANTS OF THE ASKING WAGE

*Steven H. Sandell*
*July 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; ECONOMIC ANALYSIS AND ECONOMETRICS; BLACK/WHITE; WOMEN; UNEMPLOYMENT

NTIS PB80-162092/AS

## SEX-ROLE ATTITUDES AND EMPLOYMENT AMONG WOMEN: A DYNAMIC MODEL OF CHANGE AND CONTINUITY

*Anne Stratham Macke, Paula M. Hudis, and Don Larrick*
*October 1979*

*Report Descriptors:* ECONOMIC ANALYSIS AND ECONOMETRICS; BLACK/WHITE; EMPLOYMENT; ATTITUDES; WOMEN; NATIONAL LONGITUDINAL SURVEYS

NTIS PB80-162779/AS

## PAY PREMIUMS FOR ECONOMIC SECTOR AND RACE: A DECOMPOSITION

*Thomas N. Daymont*
*October 1979*

*Report Descriptors:* ECONOMIC ANALYSIS AND ECONOMETRICS; BLACK/WHITE; EARNINGS; EMPLOYMENT; UNIONIZATION; NATIONAL LONGITUDINAL SURVEYS

NTIS PB80-162118/AS

### 3-012E* NATIONAL LONGITUDINAL SURVEYS CLEARINGHOUSE

*Descriptors:* DATA SOURCES AND USE; INFORMATION SYSTEMS; NATIONAL LONGITUDINAL SURVEYS

This project makes the National Longitudinal Surveys (NLS) data base available to employment and training and social science researchers throughout the country. The Ohio State University Center for Human Resource Research has prepared computer tapes containing the NLS data base. It serves as a national clearinghouse for information relating to the data files, as well as to ongoing and completed research utilizing the data.

All known users of the NLS data files have been requested to tell the Center about any problems they uncover in the data files, so that other users can be informed and corrective action taken. Through a quarterly questionnaire, the Center requests tape users to provide brief descriptions of research in progress, to list the titles of completed research reports, and to send a file copy of each report to the Center. A quarterly NLS newsletter issued by the Center publicizes all such information to keep all members of the NLS research community apprised of work going on elsewhere.

### 3-012F* PATHWAYS INTO THE WORLD OF WORK: EXPERIENCES OF YOUTH

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET; EDUCATION; EMPLOYMENT PATTERNS; BLACK/WHITE; YOUNG MEN; YOUNG WOMEN; SPANISH-SPEAKING AMERICANS; DISADVANTAGED

A new cohort has been added to the NLS—a national sample of 13,000 young people between the ages of 14 and 21, with overrepresentation of blacks, Hispanics, and economically disadvantaged whites. It includes a representative sample of 1,300 youth in the Armed Forces amongs its respondents. The cohort was interviewed for the first time in early 1979, with annual interviews planned for the following 4 years. The National Opinion Research Center is conducting the fieldwork.

The study's objectives include: (1) Exploring in greater depth than has hitherto been possible the complex of economic, social, and psychological causes of variation in the labor market experiences of youth; (2) evaluating different public programs designed to improve the labor market position of youth; and (3) analyzing the impact of a changing socioeconomic environment on the educational and labor market experiences of youth, by comparing data from the present study with those yielded by the surveys of the earlier NLS cohorts of young men (1966) and young women (1968).

A preliminary report on the 1979 interviews with youth includes the following information: (1) Nearly four-fifths of youth aged 16 years and older held a job during 1978. (Over half the youth in school were in the labor force.) Black youth were considerably less likely to have worked during the year than whites, with Hispanics in an intermediate position. School dropouts had the highest proportion with no job. (2) For the 16- to 21-year-olds in the sample, the unemployment rate was about 20 percent. Unemployment rates for black youth were more than twice as large, and Hispanics held an intermediate position. (3) Among the employed youth, the majority worked less than 35 hours per week at a mean wage of about $3.50 per hour. School dropouts' earnings were lower, and the dropouts were less satisfied with their jobs. (4) About 7 percent of the youth said they had participated in government-sponsored employment and training programs since January 1, 1978. One-third of the participants were black and 11 percent were Hispanics. About three-fourths of the participants felt the programs had improved their chances of employment. More than half of those who had worked subsequent to participation felt the programs helped their job performance. (5) Knowledge of the world of work, as shown by a score on a test, indicated considerably less knowledge of occupations by minority youth, the less educated, younger teenagers, the unemployed, and youth from families with lower incomes. (6) The vast majority of the young people expected to be working at age 25. This was true of young women as well as young men. Furthermore, the young women expected to be in less traditional occupations than was the case with women in the late 1960's.

#### PRELIMINARY REPORT: YOUTH AND THE LABOR MARKET—1979

*Michael E. Borus, Joan E. Crawley, Russell W. Rumberger, Richard Santos, and David Shapiro*
*December 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; YOUNG WOMEN; EMPLOYMENT; EDUCATION; TRAINING; BLACK/WHITE; HISPANIC AMERICANS

NTIS

### 3-013* NATIONAL STRATEGY FOR IMPROVING PRODUCTIVITY IN BUILDING AND CONSTRUCTION

*NATIONAL ACADEMY OF SCIENCES*
*WASHINGTON, D.C.*

*Dr. Michael Gaus*

*Contract 20-11-80-03*
*Project still in progress*

*Descriptors:* CONSTRUCTION INDUSTRY; PRODUCTIVITY; EMPLOYMENT; CONFERENCES; PLANNING, RESEARCH, AND DEVELOPMENT

The purpose of this project was to bring together at a 2-day conference a distinguished assembly of persons who are leaders, able to take the initiative in improving productivity in the construction industry. The conference addressed such issues as developing a better understanding of the factors influencing productivity in construction; determining how these factors affect productivity; deciding what must be done to accommodate these factors to improve productivity; and making recommendations for action and disseminating them. The conference focused on managing the building process to improve coordination and communication; financial planning to increase efficiency; innovation; and research and development.

*Ongoing project—final report not yet available.

**3-014*** POSTDOCTORAL GRANT AWARDS FOR SPECIAL RESEARCH ANALYZING DATA FROM THE NATIONAL LONGITUDINAL SURVEYS

*NATIONAL LONGITUDINAL SURVEYS*
*Project still in progress*

These research studies—awarded under a special grant competition—are analyzing data from the National Longitudinal Surveys (NLS) that are likely to have significant implications for employment and training policies and programs. The researchers are studying data from each of the four NLS cohorts: Young men and women aged 14 to 24 (at the time of initial interview), who are recent entrants to the labor force; women aged 30 to 44, who are likely to be returning to the work force after last child enters school; and men aged 45 to 59 and in their preretirement years. The specific projects are listed below.

**3-015*** UNEMPLOYMENT AND UNSTABLE WORK CAREERS: A STUDY OF THE EFFECTS OF EARLY WORK EXPERIENCE ON FUTURE EMPLOYMENT PROSPECTS OF YOUNG MEN

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Burton Singer*

*Grant 21-36-78-43*
*Project still in progress*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; UNEMPLOYMENT; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

**3-016*** WHY WOMEN WORK: AN ANALYSIS OF THE ECONOMIC AND PERSONAL REASONS

*UNIVERSITY OF CALIFORNIA*
*BERKELEY, CALIF.*

*Dr. Clair B. Vickery*

*Grant 21-06-78-44*
*Project still in progress*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE BEHAVIOR; WOMEN; HOUSEHOLDS

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

**3-017*** CYCLICAL ECONOMIC ACTIVITY AND THE LABOR MARKET

*WILLIAMS COLLEGE*
*WILLIAMSTOWN, MASS.*

*Dr. Samuel Rosenberg*

*Grant 21-25-78-46*
*Project still in progress*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; MEN; LABOR MARKET BEHAVIOR; BLACK/WHITE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

**3-018*** JOB SHOPPING AMONG YOUNG MEN

*UNIVERSITY OF VIRGINIA*
*CHARLOTTESVILLE, VA.*

*Dr. William Clint Johnson*

*Grant 21-51-78-52*
*Project still in progress*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; YOUNG MEN; TURNOVER; WAGES

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

**3-019*** THE STRUCTURE AND DETERMINANTS OF YOUTHFUL UNEMPLOYMENT: AN EMPIRICAL ANALYSIS OF BLACK/WHITE, MALE-FEMALE DIFFERENCES

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Harold Watts*

*Grant 21-36-78-54*
*Project still in progress*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; YOUTH; UNEMPLOYMENT; MALE/FEMALE

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

**3-020** RACIAL DISCRIMINATION AND OCCUPATIONAL CHOICE: ESTIMATES BASED ON A SAMPLE OF YOUNG MEN

*UNIVERSITY OF NORTH CAROLINA*
*GREENSBORO, N.C.*

*Dr. G. Donald Jud*

*Grant 21-37-78-45*
*Project completed fiscal year 1980*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; DISCRIMINATION; OCCUPATIONAL CHOICE

This study employs data from the National Longitudinal Survey (NLS) of younger men for 1970 and 1975. Among the findings of the study are the following: (1) There is relatively little difference between white-collar and blue-collar occupations in the returns to schooling and experience. (2) Within white-collar occupations, there is no evidence of differential treatment based on race. If there is a problem of racial discrimination in the labor market, it is confined to blue-collar occupations. (3) After controlling for schooling and measured achievement, family background has little direct effect on earnings. (4) Over the 1970-75 period, these is no evidence of systematic discrimination against blacks. The evidence that exists indicates discriminatory treatment is confined to blacks in blue-collar occupations and from disadvantaged backgrounds, but even among this group, differential treatment appears significantly only during 1975.
*October 1979*

NTIS PB80-119761/AS

## 3-021 RACE, LABOR TURNOVER, AND MALE EARNINGS

*UNIVERSITY OF CALIFORNIA*
*SANTA BARBARA, CALIF.*

*Dr. George J. Borjas*

*Grant 21-06-78-47*
*Project completed fiscal year 1980*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; MEN; WAGES; BLACK/WHITE; TURNOVER; LABOR MOBILITY

This research analyzed the link between racial differences in labor turnover and the racial wage differential among young and mature men. Several empirical findings of general interest were obtained. First, white separation rates are greater than black separation rates among young men. Moreover, regardless of the job move a young man chose, the monetary gains were systematically higher for white men. These results imply that the racial wage differential among young men depends significantly on the racial job turnover differentials. Among mature men, the existing wage differential does not depend significantly on racial labor turnover differences occurring in that age range. The samples analyzed were the Young Men and Mature Men National Longitudinal Surveys.
*December 1979*

NTIS PB80-137813/AS

## 3-022 THE STRUCTURE OF EMPLOYMENT AND EARNINGS DIFFERENCES IN THE EARLY CAREERS OF MEN AND WOMEN

*SMITH COLLEGE*
*NORTHAMPTON, MASS.*

*Dr. Robert K. Buchele*

*Grant 21-25-78-48*
*Project completed fiscal year 1980*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; EMPLOYMENT; EARNINGS; YOUNG MEN; YOUNG WOMEN; SEX DISCRIMINATION

This study examines how employment and pay discrimination against women contributes to male-female earnings differences. The researcher classifies jobs into four categories based on differences in working conditions and circumstances of employment. Among the findings are the following: (1) Overall, the weekly earnings of full-time women workers are only 58 percent of the weekly earnings of full-time male workers. More highly educated (mostly professional) women experience somewhat less discrimination than less educated women and (2) women are discriminated against both in employment and pay. Equally qualified women are employed in lower paying jobs than men and, where they are employed in similar jobs, they are paid less than men.

The researcher concludes that fair treatment requires not only that women get "equal pay for equal work" but also that "equal work" be defined not in terms of work activities but in terms of the human capital (educational and training time) requirements of the job.
*September 1979*

NTIS PB300310/AS

## 3-023 CAUSAL MODELS OF STABILITY AND CHANGE IN WOMEN'S WORK-RELEVANT ATTITUDES AND EMPLOYMENT BEHAVIOR

*UNIVERSITY OF CONNECTICUT*
*STORRS, CONN.*

*Dr. Myra Marx Ferree*

*Grant 21-09-78-49*
*Project completed fiscal year 1980*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; WOMEN; ATTITUDES; EMPLOYMENT

With data from the National Longitudinal Surveys cohort of women who were ages 30-44 in 1967, this research investigates the extent of true change, apart from measurement error, in mature women's attitudes about employment and the relationship between such attitudes and the individual's own employment. Attitudes were found to change substantially in the period 1967 to 1972. Although attitudes in 1967 were related to prior employment, attitude change was not related to the extent of previous work experience or to work status at the start of of the period (1967) but was related to the extent of employment in the intervening years. Attitudes

***Ongoing project—final report not yet available.**

themselves were also found to exert considerable influence on the extent of subsequent employment. Even among mature women, therefore, both favorable attitudes and actual employment seem to have mutually reinforcing effects upon each other.
*August 1979*

NTIS PB80-107147/AS

### 3-024 CONDITIONAL LIKELIHOOD MODELS FOR HETEROGENEITY IN LONGITUDINAL (PANEL) DATA

*NATIONAL OPINION RESEARCH CENTER*
*CHICAGO, ILL.*

*Dr. Nicholas M. Kiefer*

*Grant 21-17-78-50*
*Project completed fiscal year 1980*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; EARNINGS; MEN; YOUNG MEN; BLACK/WHITE

This project concluded that conditional likelihood models for panel data present a convenient framework for controlling for heterogeneity. This study considered conditional likelihood techniques which, in general, led to consistent estimates. An application based on National Longitudinal Survey data is provided in the report.
*May 1980*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; ECONOMIC ANALYSIS AND ECONOMETRICS; MEN

NTIS PB80-208085/AS

### 3-025 DETERMINANTS OF SUCCESSFUL REENTRY OF OLDER WOMEN INTO THE LABOR FORCE

*TEMPLE UNIVERSITY*
*PHILADELPHIA, PA.*

*Dr. Eileen Appelbaum*

*Grant 21-42-78-51*
*Project completed fiscal year 1980*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR FORCE BEHAVIOR; EMPLOYMENT; PART-TIME EMPLOYMENT

The choice between a lengthly withdrawal from the labor force and a more continuous labor force participation has important consequences for the worker. Analyzing data from the mature women's cohort of the National Longitudinal Surveys, the researchers found that the 1972 wages of women following the first pattern were lower than those of women following the second; and this gap widened between 1972 and 1976. In 1972, nearly all of the gap was owing to differences in productivity characteristics; but by 1976 this was no longer the case. Job satisfaction of women following the first pattern is affected by family responsibilities and husband's attitude. For women following the second pattern, it is related to the rewards from work and not to pressures from home. All postschool investments examined affect the successful reentry of women following the first pattern, as do characteristics of jobs held early in the career. Finally, the researcher found that working part time after reentering has serious negative consequences for women returning after a lengthly withdrawal.
*June 1980*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; EARNINGS; WOMEN; JOB SATISFACTION; STATUS

NTIS PB80-203003/AS

### 3-026 EARNINGS MOBILITY OF PRIMARY EARNERS IN HOUSEHOLDS WITH LOW EARNINGS

*BOWDOIN COLLEGE*
*BRUNSWICK, MAINE*

*Dr. Peter Gottschalk*

*Grant 21-23-78-53*
*Project completed fiscal year 1980*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; EARNINGS; LOW INCOME; LABOR MOBILITY

The National Longitudinal Survey was used to determine the degree of earnings mobility in the lower segment of the earnings distribution. Five cohorts (defined by age and sex) were examined. The study documents that a substantial proportion of the low earnings population was immobile.

Two major policy conclusions result from this study. First, there is a demonstrated need for programs for the chronically underemployed. Earnings poverty is more than a transitory or life-cycle phenomenon. It is also a problem that affects more people than the stereotypical teenager, ex-offender, or welfare mother. Second, programs should be targeted at people with histories of low earnings over more than 1 year. However, if long work histories are not available, it is better to target programs on people with recent low earnings than to use other attributes such as race, region, or educational attainment as proxies to identify the long-term earnings poor.
*January 1980*

NTIS PB80-144389/AS

### 3-027 WOMEN'S LABOR FORCE PARTICIPATION AND FERTILITY: EVIDENCE FROM THE NATIONAL LONGITUDINAL SURVEY OF YOUNG WOMEN AND THE CONSUMER PANELS

*UNIVERSITY OF PENNSYLVANIA*
*PHILADELPHIA, PA.*

*Dr. Eileen Crimmins*

*Grant 21-42-78-55*
*Project completed fiscal year 1980*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; EMPLOYMENT; YOUNG WOMEN; FERTILITY; LABOR FORCE BEHAVIOR

The purpose of this research has been to investigate the relationship between women's employment and their fertility. For this, the researcher compared results of analyses based on two longitudinal surveys, the Consumer Panels of Young Married Couples and the Young Women of the National Longitudinal Surveys (NLS). The findings include the following: (1) In the Consumer Panels and among white NLS women, age at marriage tends to have less effect on future fertility and employment than does the difference between age at marriage and age at date of birth of first child. For black NLS women the effect of age at marriage is stronger than the age difference effect. (2) Analysis of the Consumer Panel data leads to the conclusion that working is more consistently affected by family circumstances than family circumstances are affected by working. This conclusion can not be stated as strongly from analysis of the NLS data. While family size at each date is most strongly influenced by earlier family size in the NLS sample, there is more evidence in these data of effects from earlier employment to later fertility.
*June 1980*

NTIS PB80-198534/AS

### 3-028* THE POST-RETIREMENT WORK EXPERIENCE OF NONSUPERVISORY PERSONNEL

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Dean W. Morse*

*Grant 21-36-79-25*
*Project still in progress*

*Descriptors:* RETIREMENT; PROFESSIONALS; BLUE-COLLAR WORKERS; PENSIONS; WAGES

Personnel from three large corporations (A.T. & T., GE, and Sears) who have retired (i.e., receive pension benefits from a private employer) will be surveyed. Findings from an earlier study by the Conservation of Human Resources Project of retired professional and managerial personnel from these three firms will be used as a basis for comparison with results from this survey.

### 3-029 SOCIAL SCIENCE RESEARCH COUNCIL CONFERENCE ON THE NATIONAL LONGITUDINAL SURVEYS

*SOCIAL SCIENCE RESEARCH COUNCIL*
*NEW YORK, N.Y.*

*Grant 21-36-77-36*
*Project completed fiscal year 1979*

A RESEARCH AGENDA FOR THE NATIONAL LONGITUDINAL SURVEYS OF LABOR MARKET EXPERIENCE

VOLUME I—REPORT ON THE SOCIAL SCIENCE RESEARCH COUNCIL'S CONFERENCE ON THE NATIONAL LONGITUDINAL SURVEYS, OCTOBER 1977
*May 1978*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; LABOR MOBILITY; BLACK/WHITE; LABOR MARKET BEHAVIOR; MALE/FEMALE; METHODOLOGY

NTIS PB295114/AS

VOLUME II—RESEARCH USES OF THE NATIONAL LONGITUDINAL SURVEYS

*William T. Bielby, Clifford B. Hawley, and David Bills*
*May 1978*
ETA R&D MONOGRAPH NO. 62

### 3-030 SOCIAL SECURITY AND THE LABOR SUPPLY OF OLDER MEN

*THE UNIVERSITY OF WESTERN ONTARIO*
*LONDON, ONTARIO, CANADA*

*Dr. Geoffrey Carliner*

*Grant 21-91-78-56*
*Project completed fiscal year 1980*

*Descriptors:* AGING; EARNINGS; LABOR SUPPLY; OLDER WORKERS; RETIREMENT; SOCIAL SECURITY

The major objective of this project was to estimate the effects of social security benefits and the associated earnings test on retirement rates of men over 62. A second objective was to gain a fuller understanding of the effects of different aspects of aging on earnings and labor supply, including ill health, forced retirement, other layoffs, and the availability of private pension income. The report discusses four separate substudies or analyses concerned with these objectives.

An analysis of National Longitudinal Surveys (NLS) data indicated that changes in the earnings test between 1970 and 1974 had no measurable effect on retirement behavior. The results suggest that eliminating the earnings test will not increase labor supply but will increase the net cost to the Government of social security pensions.

A second, purely theoretical, study suggests that high minimum benefit levels, low early retirement penalties, and wage inflation may all encourage early retirement. The researcher cautions, however, that changes in early retirement penalities or in the method of averaging past earnings in calculating individual benefits must be considered carefully to avoid unintended results.

A third study, which analyzes NLS data to examine the wage decline among men 45 to 64, indicates that relative wage rates begin to decline in the early fifties at rates under 1 percent per year, and that the rate of decline after age 60 rises to 1.6 percent per year for whites and 2.4 percent for blacks. Although relative wage rates decline with age, these declines were

*Ongoing project—final report not yet available.

outweighed by the general increase in wage levels, so that on average, the real wages of men approaching retirement did not decline.

Finally, a fourth study, also based on NLS data, found that men 45 to 61 worked fewer hours in response to a permanent increase in their own wages, but work more hours when their wage is temporarily high. Health, age, and education also affect labor supply directly as well as indirectly through their effects on wages.
*August 1980*

NTIS PB80-212566/AS

### 3-031* A Study of the Labor Market Effects of the Employment Opportunity Pilot Projects

*SRI INTERNATIONAL*
*MENLO PARK, CALIF.*

*Dr. Michael C. Keeley*

*Contract 20-06-80-11*
*Project still in progress*

*Descriptors:* WELFARE RECIPIENTS; INCENTIVES; LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT

This project is designed to measure the effect of the Employment Opportunity Pilot Project (EOPP) on labor supply and demand, displacement rates, other transfer programs, and the inflation-unemployment tradeoff. The study will focus on five major areas: (1) Studies of individual labor market behavior; (2) studies of private sector firms; (3) studies of public nonprofit firms; (4) studies of macroeconomic effects; and (5) generalization of EOPP results. For each of the above studies the contractor will use a comparison of experimental-control differences before and during the pilot projects.

### 3-032* Work Experience and Lifetime Earnings

*NATIONAL BUREAU OF ECONOMIC RESEARCH*
*NEW YORK, N.Y.*

*Dr. Jacob Mincer*

*Agreement 20-11-77-22*
*Project still in progress*

*Descriptors:* JOB MOBILITY; MIGRATION; EARNINGS

This study analyzes the effects of work experience on the structure of wages in the United States. Work experience is defined broadly to include job mobility, geographic migration, occupational progress on the job, unemployment, and hours of work. The empirical effort will utilize primarily the four National Longitudinal Surveys of men and women and the Coleman-Rossi Retrospective Life Histories Survey of men. Considerable work with each of these data files has already been done and an extensive research monograph is expected to result from this project, being funded jointly with the National Science Foundation.

## 3B. LABOR FORCE, LABOR MARKET — SPECIFIC SECTORS AND COHORTS

### 3-033* An Analysis of the Earnings, Unemployment, and Hours Worked of the Major Hispanic Origin Groups in the U.S.

*PRINCETON UNIVERSITY*
*PRINCETON, N.J.*

*Dr. Cordelia W. Reimers*

*Grant 21-34-78-60*
*Project still in progress*

*Descriptors:* HISPANIC AMERICANS; ECONOMIC STATUS; DISCRIMINATION; EARNINGS; UNEMPLOYMENT

The objective of this research project is to analyze in detail the reasons for the income differentials between white non-Hispanics and each of five Hispanic origin groups—Mexicans, Puerto Ricans, Cubans, Central and South Americans, and other Spanish. It will seek to determine how much of the difference in average earnings in 1969 and 1975 is explained by differing average characteristics and how much is due to a differing functional relationship between those characteristics and earnings or unemployment. This finding will suggest how important discrimination may be, relative to other factors, in reducing income and whether the 1969-75 trend in Hispanic/white non-Hispanic relative incomes is due to changing group characteristics or to a shift in the functional relations. Data sources will be the 1976 Survey of Income and Education and the 1970 Census of the Population, 1/100 and 1/1000 Public Use Samples.

The results of this research are expected to indicate where efforts to help the different Hispanic American groups raise their incomes should be concentrated; e.g., on language training and orientation of recent arrivals, health care, enforcing anti-discrimination laws, child care services, area redevelopment, or education.

### 3-034* An Analysis of the Employment, Wages and Earnings of Hispanic Persons in the Government and Private Sectors, with Special Reference to Puerto Ricans

*PUERTO RICAN LEGAL DEFENSE AND EDUCATION FUND, INC.*
*NEW YORK, N.Y.*

*Dr. John M. Abowd and Dr. Mark R. Killingsworth*

*Grant 21-36-78-61*
*Project still in progress*

*Descriptors:* ECONOMIC STATUS; HISPANIC AMERICANS; PUERTO RICANS; WAGES; EARNINGS

This project will try to develop an econometric model for use in simultaneously analyzing: (1) The determinants

of Hispanics aggregate employment, unemployment, and nonparticipation in the labor force and (2) the determinants of the hiring, earnings, and wages of Hispanics in government and private industry. In formulating this model, the grantee will devote special attention to methods of estimating the effects of sex, ethnic background, and race on unemployment and labor force participation and on hiring, earnings, and wages in each sector.

To test the model, the grantee will use a variety of data sets, including census Public Use Samples, Current Population Survey tapes, and the Central Personnel Data File on Federal Employees, collected by the U.S. Civil Service Commission. Finally, the grantee will discuss the public policy implications of the data estimates and recommend measures to further promote affirmative action in both the public and the private sectors.

### 3-035* APPRENTICESHIP TRAINING: THE HISPANIC EXPERIENCE IN THE U.S.

*PAN AMERICAN UNIVERSITY*
*EDINBURG, TEX.*

*Dr. Gilbert Cardenas*

*Grant 21-48-78-63*
*Project still in progress*

*Descriptors:* HISPANIC AMERICANS; MEXICAN AMERICANS; APPRENTICESHIP; APPRENTICESHIP OUTREACH PROGRAMS

The objectives of this grant are to examine the nature and extent of Hispanic American participation in apprenticeship training programs; specify the process of entry or barriers to entry; and recommend methods of enhancing Hispanic participation.

The grantee will review appropriate literature sources; examine available national data on apprenticeship enrollment; and interview union and government officials, employers, leaders of community organizations, apprentices, and CETA program administrators.

### 3-036* ASSESSMENT OF FACTORS DETERMINING THE AVAILABILITY OF U.S. WORKERS FOR THE EAST COAST APPLE HARVEST

*WASHINGTON, D.C.*

*Dr. James S. Holt*

*Contract 20-51-79-39*
*Project still in progress*

*Descriptors:* LABOR CERTIFICATION PROGRAM; AGRICULTURAL WORKERS; LABOR SUPPLY; SEASONAL EMPLOYMENT; PUBLIC EMPLOYMENT SERVICE

The overall purpose of this study is to develop an understanding of the labor demand-supply dynamics of the east coast apple harvest, particularly as they affect (1) the need for and use of domestic and foreign workers and (2) the employment service's labor market services to domestic workers and employers and administration of the H-2 alien worker certification program. The study will seek to explain why some growers are able to attract enough domestic workers to harvest their apples, while others contend that they cannot do so and must rely on foreign workers.

Secondary objectives are (1) to assess the employment practices of growers presently using domestic workers, to find out whether other employers can adopt these practices in order to reduce their dependence on foreign workers and (2) to recommend Federal, State, and local actions to cope with the problems related to recruiting workers to harvest apples on the eastern seaboard.

### 3-037* ASSESSMENT OF THE NATIONAL DISPLACED HOMEMAKER PROJECT

*BERKELEY PLANNING ASSOCIATES*
*BERKELEY, CALIF.*

*Debbie Kogan*

*Contract 20-06-80-53*
*Project still in progress*

*Descriptors:* DISPLACED HOMEMAKER; WOMEN; MOTHERS; OLDER WORKERS

This project covers phase I of an assessment that will examine the implementation, operation, institutionalization, and general effectiveness of the National Displaced Homemaker Project as it operates through two distinct components: (1) Thirty-one projects funded by grants to CETA title III prime sponsors and (2) eight projects funded by grants to private nonprofit organizations.

The major objectives of this assessment are the following: (1) To observe and document significant details of the projects mentioned above; (2) to provide detailed case studies of the implementation and operation of approximately eight selected projects to illustrate pitfalls and opportunities in operating displaced homemaker projects; and (3) to provide program models for different types of future displaced homemaker projects along with program guides and other written materials that developers and operators of displaced homemaker projects could use.

### 3-038* BASELINE RESEARCH ON THE OPERATION OF THE FEDERAL GOVERNMENT LABOR MARKET

*UNIVERSITY OF VIRGINIA*
*CHARLOTTESVILLE, VA.*

*Patricia A. Taylor*

*Contract 20-11-79-32*
*Project still in progress*

*Descriptors:* FEDERAL GOVERNMENT; WOMEN; MINORITIES; CAREER PATTERNS; TRAINING; BLUE-COLLAR WORKERS

This project expands on a study of the career patterns of Federal civil servants, being funded by the National Institute of Education (NIE). The new work, supported

*Ongoing project—final report not yet available.

by the Department of Labor through a transfer of funds to NIE, includes: (1) A study of the effects of education and training on the careers of blue-collar workers in the Federal Government and comparison of the results with findings of the NIE-supported effort on white-collar Federal employees and (2) expansion of work on the economic returns to education and training in the Federal service. The researcher is analyzing the cost to the Government of its training programs and the returns to individuals by minority status and sex and differentiating between training specific to Federal Government jobs and training that an employee might find useful in any employment context. The Labor Department project is also tracing the effects of equal employment opportunity policies by examining salary levels by race and sex between 1967 and 1977.

### 3-039 BASE LINE STUDY OF URBAN AND RURAL NONRESERVATION INDIAN EMPLOYMENT AND TRAINING PROGRAMS

*NATIVE AMERICAN CONSULTANTS, INC.*
*ARLINGTON, VA.*

*Contract 20-51-76-53*
*Project completed fiscal year 1978*

#### PHASE I ACTIVITIES

*A. Patrick Hane*
*February 1977*

*Report Descriptors:* INDIANS; SUPPORTIVE SERVICES; EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; HIRING PRACTICES; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; VIRGINIA

NTIS PB268404/AS

#### BASE LINE STUDY OF URBAN AND RURAL NONRESERVATION INDIAN EMPLOYMENT AND TRAINING PROGRAMS

*December 1977*

*Report Descriptors:* INDIANS; MINORITIES; SUPPORTIVE SERVICES; URBAN PROBLEMS; EMPLOYER ATTITUDES; HIRING PRACTICES; CETA SERVICES AND PLANNING; HANDBOOKS

NTIS PB268404/AS

#### OUTREACH AND RECRUITMENT BY URBAN INDIAN CENTERS

*Comprenetics, Inc.*
*March 1978*

This and the following films are available from Division of Indian and Native American Programs, Office of National Programs, ETA Room 6402, 601 D St., N.W., Washington, D.C. 20213.

#### TRAINING AND OTHER MANPOWER SERVICES BY URBAN INDIAN CENTERS

*Comprenetics, Inc.*
*March 1978*

*Report Descriptors:* INDIANS; MINORITIES; SUPPORTIVE SERVICES; URBAN PROBLEMS; HIRING PRACTICES; EMPLOYER ATTITUDES; CETA SERVICES AND PLANNING; FILMS

#### JOB DEVELOPMENT AND PLACEMENT BY URBAN INDIAN CENTERS

*Comprenetics, Inc.*
*March 1978*

*Report Descriptors:* INDIANS; MINORITIES; SUPPORTIVE SERVICES; URBAN PROBLEMS; EMPLOYER ATTITUDES; HIRING PRACTICES; CETA SERVICES AND PLANNING; FILMS

#### FOLLOWUP AND SUPPORTIVE SERVICES BY URBAN INDIAN CENTERS

*Comprenetics, Inc.*
*March 1978*

*Report Descriptors:* INDIANS; MINORITIES; SUPPORTIVE SERVICES; URBAN PROBLEMS; EMPLOYER ATTITUDES; HIRING PRACTICES; CETA SERVICES AND PLANNING; FILMS

### 3-040* THE CHANGING JOB MARKET FOR YOUNG PERSONS

*HARVARD UNIVERSITY*
*CAMBRIDGE, MASS.*

*Dr. Richard B. Freeman*

*Grant 21-25-78-19*
*Project still in progress*

*Descriptors:* YOUTH; BLACKS; LABOR FORCE PARTICIPATION; EARNINGS; CAREER PATTERNS; UPGRADING

This study will use interviews and econometric analyses to investigate various aspects of the youth labor market. The researcher will attempt to: (1) Quantify major changes in the economic position of young persons, documenting these effects both overall and by such characteristics as sex and education; (2) explain the decline in the income of young relative to older workers in terms of changes in supply and demand relationships. To do so, the researcher will estimate the elasticity of substitution between younger and older workers; and (3) analyze the pattern of economic advancement of young persons entering the job market and assess the permanence of changes in their position. This analysis will include a comparison of promotion rates and college experiences for blacks and whites.

The study will evaluate the active market hypothesis that changes in the supply and demand balance have more effect on young workers than older ones with job tenure. Finally, it will consider the implication for education, employment, and training policy of changes in the relative number and economic status of young workers.

**3-041** CHARACTERISTICS OF NON-APPREHENDED AND APPREHENDED UNDOCUMENTED RESIDENTS IN THE LOS ANGELES LABOR MARKET: AN EXPLORATORY STUDY

*UNIVERSITY OF SOUTHERN CALIFORNIA*
*LOS ANGELES, CALIF.*

*Contract 20-06-77-16*
*Project completed fiscal year 1979*

NON-APPREHENDED AND APPREHENDED UNDOCUMENTED RESIDENTS IN THE LOS ANGELES LABOR MARKET: AN EXPLORATORY STUDY

*Dr. Maurice D. Van Arsdol, Jr., Joan W. Moore, David M. Heer, and Susan Paulvir Haynie*
*May 1979*

*Report Descriptors:* IMMIGRANTS; LABOR FORCE PARTICIPATION; ALIENS; EMPLOYMENT PATTERNS; CALIFORNIA, LOS ANGELES

NTIS PB296328/AS

**3-042*** CITRUS LABOR MARKET DEMONSTRATION PROJECT

*THE UNIVERSITY OF TEXAS*
*AUSTIN, TEX.*

*Dr. Robert W. Glover*

*Grant 21-48-75-07*
*Project still in progress*

*Descriptors:* FARMWORKERS; SEASONAL EMPLOYMENT; LABOR DEMAND; ALIENS; MIGRATION; LABOR SUPPLY

This study is examining the citrus labor markets in Texas, California, and Florida in order to determine ways to utilize more rationally the citrus harvest labor force for the benefit of growers and workers.

The demonstration phase in Texas is attempting to alleviate the problems of citrus workers by instituting improvements in the pay system used by the growers associations and stabilizing the work force and number of hours worked per week during the citrus season. In California, the project is studying the implementation of the California Labor Relations Act of 1975, which gives farmworkers the right to bargain collectively. Employers are being surveyed to determine the reactions of the growers to the new legislation. Florida is being studied to determine the effect of the flow of citrus workers from Texas to Florida on the citrus labor markets in each State.

**3-043** A DESCRIPTIVE ANALYSIS OF HEALTH PROGRAMS UNDER CETA LEGISLATION

*KIRSCHNER ASSOCIATES, INC.*
*ALBUQUERQUE, N.MEX.*

*Contract 20-11-77-26*
*Project completed fiscal year 1978*

A DESCRIPTIVE ANALYSIS OF HEALTH PROGRAMS UNDER CETA LEGISLATION, PHASE I

*Lynn Bell and Rolf Blank*
*1977*

*Report Descriptors:* HEALTH OCCUPATIONS; LABOR MARKET INFORMATION; CETA PROGRAMS; CETA SERVICES AND PLANNING

NTIS PB268331/AS

**3-044** DOCUMENTATION AND ANALYSIS OF NATIONAL PROGRAM FOR SELECTED POPULATION SEGMENTS (NPSPS) PROJECTS

*ABT ASSOCIATES, INC.*
*CAMBRIDGE, MASS*

*Contract 20-25-77-20*
*Project completed fiscal year 1978*

NATIONAL PROGRAM FOR SELECTED POPULATION SEGMENTS: PROJECT SUMMARIES

*Audrey Prager, Judith F. Goldberg, et al.*
*July 1977*

*Report Descriptors:* YOUTH; RURAL AREAS; HANDICAPPED; WOMEN; OLDER WORKERS; EX-OFFENDERS

NTIS PB272416/AS

MANUAL I: YOUTH

PUTTING THE "TEAMS" SPIRIT INTO YOUTH TRAINING: THE JOB TEAMS PROGRAM RAVENNA, OHIO

*Lawrence Lad*
*May 1978*

*Report Descriptors:* YOUTH; PROGRAM DESIGN; INTERAGENCY RELATIONS; PREVOCATIONAL TRAINING; EMPLOYABILITY DEVELOPMENT TEAMS; HANDBOOKS

NTIS PB283366/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 2: YOUTH

ADDRESSING YOUTH EMPLOYMENT NEEDS: THE YOUTH EMPLOYMENT AND TRAINING SERVICE, ALBUQUERQUE, NEW MEXICO

*Dr. Judith F. Goldberg*
*May 1978*

*Report Descriptors:* YOUTH; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; HANDBOOKS

NTIS PB283367/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

*Ongoing project—final report not yet available.

MANUAL 3: YOUTH

JOIN THE EMPLOYED GENERATION: PEPSY PREPARATION AND EMPLOYMENT PROGRAM FOR SPECIAL YOUTH IN CINCINNATI, OHIO

*Carol Blew*
*May 1978*

*Report Descriptors:* YOUTH; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; JUVENILE DELINQUENCY; WORK ATTITUDES; HANDBOOKS

NTIS PB283368/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 4: WOMEN

UPGRADING WOMEN AND WORK: THE "NEW" EXPERIENCE, CROOKSTON, MINNESOTA

*Lawrence Lad*
*May 1978*

*Report Descriptors:* WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; UPGRADING; WORK ATTITUDES; HANDBOOKS

NTIS PB283369/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 5: WOMEN

WOMEN EMBARK ON NEW CAREERS: THE DISPLACED HOMEMAKERS PROGRAM, FORT WAYNE, IND.

*Barbara Rovin*
*May 1978*

*Report Descriptors:* WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB283370/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 6: WOMEN

WOMEN IN COMMISSIONED SALES: A TRAINING PROJECT, MONMOUTH COUNTY, NEW JERSEY

*Audrey Prager*
*May 1978*

*Report Descriptors:* WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB283371/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 7: EX-OFFENDERS

NEW HOPE FOR WOMEN EX-OFFENDERS: PROJECT ESPERANZA, SAN JOSE, CALIFORNIA

*Dean Ericson*
*May 1978*

*Report Descriptors:* EX-OFFENDERS; WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; HANDBOOKS

NTIS PB283372/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 8: RURAL WORKERS

TRAINING WHEELS: EDUCATIONAL SUPPORT FOR RURAL AREAS: THE MOBILE EDUCATION TRAINING PROJECT, RICHMOND, VIRGINIA

*Louise Strayhorn*
*May 1978*

*Report Descriptors:* RURAL AREAS; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB283373/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 9: HANDICAPPED

READY, WILLING AND DISABLED: THE STORY OF PROJECT EMPLOY, COLUMBUS, OHIO

*Peter Desmond and Mark Johnston*
*May 1978*

*Report Descriptors:* HANDICAPPED; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283374/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 10: HANDICAPPED

TARGET: MANPOWER SERVICES FOR THE HANDICAPPED, BALTIMORE, MD.

*Kent Chabotar and Peter Desmond*
*May 1978*

*Report Descriptors:* HANDICAPPED; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283375/AS

Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 11: SENIORS

SENIORS AS THE FOCUS OF COMMUNITY EFFORT: THE WELD COUNTY SENIOR AIDE PROGRAM, GREELEY, COLORADO

*Jan Skinner and Michaelyn Holmes*
*May 1978*

*Report Descriptors:* OLDER WORKERS; RURAL AREAS; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283376/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 12: SENIORS

TRANSPLANTING HEART: A REPLICATION MANUAL, LEE COUNTY, FLORIDA

*Michaelyn Holmes*
*May 1978*

*Report Descriptors:* OLDER WORKERS; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283377/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

NEW APPROACHES TO CETA TRAINING: AN OVERVIEW OF TITLE III NATIONAL PROGRAM FOR SELECTED POPULATION SEGMENTS

*Louise Strayhorn, Dr. Judith F. Goldberg, and contributing authors: Audrey Prager and Michaelyn Holmes*
*August 1978*

*Report Descriptors:* YOUTH; PROGRAM DESIGN; RURAL AREAS; WOMEN; HANDICAPPED; OLDER WORKERS; EX-OFFENDERS

NTIS PB284129/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

### 3-045* The Effort to Increase Female Hiring in the Basic Steel Industry: Progress and Prospects

*PURDUE UNIVERSITY*
*WEST LAFAYETTE, IND.*

*Dr. Joseph C. Ullman*

*Grant 21-18-79-21*
*Project still in progress*

*Descriptors:* INDUSTRY PRACTICES; MINORITIES; WOMEN; UPGRADING; UNIONS; CAREER PATTERNS

This project will examine the increasing employment of women in the steel industry as to: (1) Any recruitment and training problems, including barriers to their employment, such as collective-bargaining provisions; (2) any effect on industry costs, such as increases in absenteeism and turnover rates; and (3) any displacement of minorities by women. The researchers will suggest ways to minimize any problems of cost, recruitment, training, and assimilation associated with efforts to increase female employment.

The research will be based on data from two steel plants in northern Indiana. The researchers will assess past employment trends, present job conditions, and job trends during the course of the project.

Project staff will select a random sample of 400 to 600 workers who have been employed for at least 5 years before the project and collect and analyze data on their demographic characteristics, career development patterns, and absenteeism rates.

They will carry out a similar analysis of a second sample, consisting of 200 to 400 men and women workers who have left the steel plants within the last 5 years. In addition, they will analyze company statistics for the preceding 5 years to determine exact rates of hiring and separation for men and women by education, age, and ethnic background.

To assess present job conditions, the researchers will interview workers, supervisors, and upper management personnel. For the job trend assessment, they will gather data from employment records, personnel department reports, and extensive interviews with workers in the personnel departments and operating units. On the basis of project findings, the researchers will recommend ways to facilitate increases in the number of female and minority workers in the steel industry.

### 3-046* Factors Shaping Employment and Mobility Opportunities for Minority Workers

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Eli Ginzberg and Dr. Kathy Lewis*

*Grant 21-36-77-21*
*Project still in progress*

*Descriptors:* UPGRADING; SERVICE DELIVERY SYSTEMS; ECONOMIC POLICY; ELECTRONICS INDUSTRY; ETHNIC GROUPS; HEALTH CARE INDUSTRY; MASSACHUSETTS, BOSTON; TEXAS, HOUSTON

This study will examine economic actions and interactions in the health care and electronics industries in Boston and Houston to identify governmental activities that help minority workers in obtaining jobs and career opportunities. It will focus on these two labor markets and industrial sectors to understand the processes by which minority workers are—and are not—absorbed into the employed labor force. The study will also concentrate on the hiring and mobility of minorities in local industrial economies.

*Ongoing project—final report not yet available.

A preliminary investigation of the Social Security Administration's Continuous Work History Sample showed that absorption of minority workers into the work force is increasing in industrial sectors across the United States and, in particular, in Boston and Houston from 1965 to 1975.

In each industrial and metropolitan study, the dependent variable will be the number and share of jobs provided to minority workers and the extent and rate of their upward mobility. The independent variables will be demographic shifts and other supply factors (such as numbers of trained minority and nonminority workers) producing alternative sources of labor supply; demand trends affecting the number, skill level, and composition of job opportunities; the operation of various labor market institutions, and the political stance of the community.

In addition to gaging the extent of minority employment and mobility in each industry and area, the project will analyze and assess the relative importance of the factors influencing the labor market experiences of minority workers.

### 3-047* Family Migration and Wives' Employment

*THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK/SUNY*
*ALBANY, N.Y.*

*Dr. Glenna D. Spitze*

*Grant 21-36-80-22*
*Project still in progress*

*Descriptors:* MIGRATION; OCCUPATIONAL MOBILITY; NATIONAL LONGITUDINAL SURVEYS; GEOGRAPHIC MOBILITY; WOMEN; EMPLOYMENT OPPORTUNITIES

The study will use data from the young and mature women samples of the National Longitudinal Surveys to predict two sets of equations: (1) The probability of family migration given wives' employment characteristics and (2) wives' employment, income and occupational prestige, using migration status as a key predictor. The analysis will build on past research by investigating more fully the manner in which wives' employment characteristics and spouses' sex-role ideologies influence probabilities of family migration and women's employment behavior.

### 3-048* Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues

*Project still in progress*

These developmental research studies have focused on a variety of employment and training related problems and issues affecting Hispanic American population groups. The research work produced under these awards is aimed at enhancing or synthesizing knowledge about processes, conditions, or methods relevant to the labor market experience of these groups and is expected to provide a basis for subsequent policy research and programs for this CETA target group. The 30 projects listed below were funded in fiscal years 1977 and 1978 under grant announcement ETA/OPER 7705.

### 3-049* Determinants of Chicano Access to Professional, Technical, and Managerial Jobs

*THE UNIVERSITY OF TEXAS*
*SAN ANTONIO, TEX.*

*Dr. Louise B. Wolitz*

*Grant 21-48-77-22*
*Project still in progress*

*Descriptors:* HISPANIC AMERICANS; MEXICAN AMERICANS; OCCUPATIONAL STATUS; AFFIRMATIVE ACTION PLANS; CAREER PATTERNS; TEXAS

This developmental grant study is exploring hypotheses about the determinants of Chicano access to and experience in professional, technical, and managerial jobs. The researcher is looking at the role of recruitment, hiring standards, selection techniques, training, promotion, and other processes in explaining some of the difficulties Chicanos have in obtaining and advancing in professional, technical, and managerial jobs. She is devoting particular attention to assessing the apparent and potential effects of equal employment opportunity efforts in improving the job access and mobility of Hispanics in selected standard metropolitan statistical areas.

### 3-050* The Evolution of Career Objectives of Mexican American Youth

*UNIVERSITY OF ARIZONA*
*TUCSON, ARIZ.*

*Dr. Donald B. Holsinger and Dr. Ernest Y. Flores*

*Grant 21-04-77-31*
*Project still in progress*

*Descriptors:* HISPANIC AMERICANS; MEXICAN AMERICANS; YOUTH; TRANSITION FROM SCHOOL TO WORK; CAREER ASPIRATIONS

This project concerns the patterns of school-to-work transition among Mexican American youth. It will attempt to provide an adequate concept of this transition for a cohort of Mexican American high school graduates (plus a non-Hispanic comparison group) based on data from the National Longitudinal Study of the High School Class of 1972. The researchers will describe the personal and social background characteristics and the school, job training, and work activities that had the most influence on the career objectives of these youth. The study will also attempt to determine whether there are predictable and/or culturally distinct patterns in the evolution of career objectives that can be characterized as transition profiles.

The researchers will examine 1972, 1973, 1974, and 1976 interview data from the sample, using descriptive and associational statistical methods to trace the career formation and early labor market experiences of these youth. They will identify modal transition patterns and classify individuals into transition groups to establish a baseline for finding out what differences these patterns made in job status and income.

### 3-051* A Case Study Analysis of CETA Manpower Training Programs and Services Available to Spanish Speaking Clients

*MIGRANTS IN ACTION*
*ST. PAUL, MINN.*

*Dr. Manuel Miranda*

*Grant 21-27-77-34*
*Project still in progress*

*Descriptors:* HISPANIC AMERICANS; CETA PROGRAMS; ASSESSMENT AND EVALUATION; MINNESOTA

This developmental grant project will provide a case study assessment of CETA service delivery to Spanish-speaking clients in a Midwestern State. The study will include interviews with program staff and clients plus a review of available data on the clients' demographic characteristics and program outcomes.

### 3-052* Segmentation in Rural Labor Markets: A Study of the Employment Status of Chicanos in Two California Towns

*THE UNIVERSITY OF CALIFORNIA*
*DAVIS, CALIF.*

*Dr. Refugio Rochin*

*Grant 21-06-78-14*
*Project still in progress*

*Descriptors:* MEXICAN AMERICANS; RURAL AREAS; ECONOMIC STATUS; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; CALIFORNIA

This developmental grant study is investigating the characteristics and work experiences of Chicanos holding primary and secondary jobs in two rural towns in northern California. The researcher is analyzing data on wage levels; worker turnover and unemployment; working conditions, including environmental, health, and safety protections; and trade union activity, plus information on the age, sex, race, and occupational distribution of the workers. The source of the personal data is a special 1975 Census of Population, conducted in five counties of the Sacramento Valley with the assistance of the Sacramento Regional Area Planning Commission. These data are being supplemented by a general survey of the two towns.

### 3-053 Discrimination Against Hispanic Americans in the Florida Labor Force: With Special Consideration to the Role of Education

*FLORIDA STATE UNIVERSITY*
*TALLAHASSEE, FLA.*

*Grant 21-12-77-21*
*Project completed fiscal year 1978*

*Dr. Richard H. Kraft and Dr. Ronald A. Lindahl*
*July 1978*

*Report Descriptors:* HISPANIC AMERICANS; CUBAN AMERICANS; DISCRIMINATION; RETURNS ON EDUCATIONAL INVESTMENT; ECONOMIC STATUS; FLORIDA

NTIS PB285820/AS

### 3-054 Conceptual Model of the Management "Ethos" Experienced by the Hispanic Administrator and Factors Hindering Advancement to Higher Levels Within an Organization

*PERSONNEL MANAGEMENT ASSOCIATION OF AZTLAN*
*SAN DIEGO, CALIF.*

*Grant 21-06-77-25*
*Project completed fiscal year 1979*

*Dr. Adolpho Sanchez*
*September 1979*

*Report Descriptors:* HISPANIC AMERICANS; DISCRIMINATION; UPGRADING; PERSONNEL ADMINISTRATION; ORGANIZATIONAL ENVIRONMENT

NTIS PB80-105372/AS

### 3-055 Measuring the Earnings Impact of Labor Market Programs on Hispanic Americans

*UNIVERSITY OF KANSAS*
*LAWRENCE, KANS.*

*Grant 21-20-77-26*
*Project completed fiscal year 1978*

*Dr. David E. Shulenburger and Dr. Charles E. Kridler*
*July 1978*

*Report Descriptors:* HISPANIC AMERICANS; CETA SERVICES AND PLANNING; PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVE (WIN) PROGRAM; ASSESSMENT AND EVALUATION; KANSAS

NTIS PB284544/AS

*Ongoing project—final report not yet available.

**3-056** FACTORS INFLUENCING THE PARTICIPATION OF ELDERLY SPANISH SURNAMED AMERICANS IN CETA AND TITLE IX OF THE OLDER AMERICANS ACT

*COUNTY OF RIVERSIDE*
*RIVERSIDE, CALIF.*

*Grant 21-06-77-27*
*Project completed fiscal year 1979*

*Dr. Alfredo M. Mirande*
*1979*

*Report Descriptors:* HISPANIC AMERICANS; MEXICAN AMERICANS; OLDER WORKERS; CETA SERVICES AND PLANNING; CALIFORNIA

NTIS PB295849/AS

**3-057** MIGRANT OUTSETTLEMENT AND THE URBAN LABOR MARKET: A SOCIOECONOMIC PROFILE OF OUTSETTLED CHICANO FAMILIES IN FIVE MIDWESTERN STATES

*LEAGUE OF UNITED LATIN AMERICAN CITIZENS*
*SOUTH BEND, IND.*

*Grant 21-18-77-28*
*Project completed fiscal year 1979*

*Dr. Flavio Vega*
*November 1978*

*Report Descriptors:* HISPANIC AMERICANS; GEOGRAPHIC MOBILITY; SOCIODEMOGRAPHIC CHARACTERISTICS; MIGRANTS

NTIS PB300726/AS

**3-058** A LABOR MARKET SUCCESS MODEL OF YOUNG MALE HISPANIC AMERICANS

*LATIN AMERICAN COMMUNITY CENTER*
*WILMINGTON, DEL.*

*Grant 21-10-77-33*
*Project completed fiscal year 1978*

*Dr. Paul Seidenstat*
*April 1978*

*Report Descriptors:* HISPANIC AMERICANS; PUERTO RICANS; YOUTH; DELAWARE

NTIS PB284498/AS

**3-059** DESIGN FOR LOW COST HISPANIC DATA AND PROGRAM PLANNING SYSTEM—USABLE BY PRIME SPONSORS FOR ANY SIGNIFICANT SEGMENT OF THEIR POPULATION

*ALAMEDA COUNTY TRAINING AND EMPLOYMENT BOARD/ASSOCIATED COMMUNITY ACTION PROGRAM*
*HAYWARD, CALIF.*

*Grant 21-06-78-07*
*Project completed fiscal year 1979*

*Edward Hutchinson*
*January 1979*

*Report Descriptors:* SPECIAL TARGET GROUPS (CETA); EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; SPANISH-SPEAKING AMERICANS; DISADVANTAGED

NTIS PB292098/AS

**3-060** THE MANPOWER IMPACT OF MEXICO'S PESO DEVALUATION ON MEXICAN-AMERICANS AND BORDER LABOR MARKETS

*PAN AMERICAN UNIVERSITY*
*EDINBURG, TEX.*

*Grant 21-48-78-08*
*Project completed fiscal year 1979*

*Dr. Gilbert Cardenas*
*August 1979*

*Report Descriptors:* IMMIGRATION; HISPANIC AMERICANS; LABOR MARKET; EMPLOYMENT; TEXAS

NTIS PB80-120587/AS

**3-061** LABOR'S DWINDLING HARVEST: THE IMPACT OF MECHANIZATION ON CALIFORNIA'S FRUIT AND VEGETABLE WORKERS

*CALIFORNIA INSTITUTE FOR RURAL STUDIES*
*DAVIS, CALIF.*

*Grant 21-06-78-11*
*Project completed fiscal year 1979*

*Paul Barnett, Katherine Bertolucci, Don Vallarejo, and Regan Weaver*
*December 1978*

*Report Descriptors:* FARMWORKERS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; AGRICULTURE; HISPANIC AMERICANS; LABOR DEMAND; LABOR ADJUSTMENT COSTS; CALIFORNIA

NTIS PB300756/AS

**3-062** A DEVELOPMENTAL/CONCEPTUAL RESEARCH PROJECT ON LABOR MARKET PARTICIPATION OF HISPANIC WOMEN

*PASADENA URBAN COALITION*
*PASADENA, CALIF.*

*Grant 21-08-78-01*
*Project completed fiscal year 1979*

*Marge Lauritsen*
*February 1979*

*Report Descriptors:* MEXICAN AMERICANS; CETA SERVICES AND PLANNING; LABOR FORCE PARTICIPATION; WOMEN; CALIFORNIA, LOS ANGELES
ETA

**3-063** COMPREHENSIVE REVIEW AND EVALUATION OF THE UNMET NEEDS OF SPANISH AMERICANS IN BROWARD COUNTY, FLORIDA

*BROWARD MANPOWER COUNCIL*
*FORT LAUDERDALE, FLA.*

*Grant 21-12-78-02*
*Project completed fiscal year 1979*

*Dr. Jose L. Solernou*
*December 1978*

*Report Descriptors:* HISPANIC AMERICANS; CUBAN AMERICANS; CETA SERVICES AND PLANNING; FLORIDA

NTIS PB300493/AS

**3-064** DIFFERENTIAL SUCCESS AMONG CUBAN AMERICANS AND MEXICAN AMERICANS: THE ROLE OF POLICY AND COMMUNITY

*NATIONAL OPINION RESEARCH CENTER*
*CHICAGO, ILL.*

*Grant 21-17-78-03*
*Project completed fiscal year 1979*

*Teresa A. Sullivan and Silvia Pedraza-Bailey*
*August 1979*

*Report Descriptors:* MEXICAN AMERICANS; CUBAN AMERICANS; IMMIGRATION; ECONOMIC STATUS; FLORIDA; TEXAS

NTIS PB301089/AS

**3-065** APPLICATION OF THE DELPHI TECHNIQUE TO THE ANALYSIS OF HISPANIC AMERICAN EMPLOYMENT PROBLEMS AS RELATED TO INDUSTRIAL CORPORATIONS AND UNIVERSITIES

*THE UNIVERSITY OF TOLEDO*
*TOLEDO, OHIO*

*Grant 21-39-78-05*
*Project completed fiscal year 1979*

*Dr. R. V. Elicano*
*December 1978*

*Report Descriptors:* HISPANIC AMERICANS; EMPLOYER PRACTICES AND POLICIES; ECONOMIC STATUS; OHIO

NTIS PB289739/AS

**3-066** OCCUPATIONAL MOBILITY AND THE PROCESS OF ASSIMILATION OF MEXICAN IMMIGRANTS TO SAN ANTONIO, TEXAS

*THE UNIVERSITY OF TEXAS*
*SAN ANTONIO, TEX.*

*Grant 21-48-78-06*
*Project completed fiscal year 1979*

*Dr. Crandall Shifflett*
*June 1979*

*Report Descriptors:* MEXICAN AMERICANS; ECONOMIC STATUS; OCCUPATIONAL STATUS; IMMIGRANTS; TEXAS, SAN ANTONIO

NTIS PB299862/AS

**3-067** INSTITUTIONAL BARRIERS TO EMPLOYMENT AND ECONOMIC MOBILITY OF PUERTO RICANS IN NEW YORK CITY

*CORNELL UNIVERSITY*
*ITHACA, N.Y.*

*Grant 21-36-78-09*
*Project completed fiscal year 1979*

*Dr. Lois S. Gray*
*January 1979*

*Report Descriptors:* PUERTO RICANS; IMMIGRANTS; SPANISH-SPEAKING AMERICANS; DISCRIMINATION; ECONOMIC MOBILITY; EMPLOYER PRACTICES AND POLICIES; NEW YORK, NEW YORK

NTIS PB299849/AS

**3-068** THE HUMAN CAPITAL MODEL AND DISCRIMINATION: THE ROLES OF SCHOOLING, EXPERIENCE, AND FUNCTIONAL LITERACY IN TEXAS

*SOUTHWEST EDUCATIONAL DEVELOPMENT LABORATORY*
*AUSTIN, TEX.*

*Grant 21-48-78-12*
*Project completed fiscal year 1979*

*Dr. John Vrooman and Dr. Stuart Greenfield*
*April 1979*

*Report Descriptors:* MEXICAN AMERICANS; RETURNS ON EDUCATIONAL INVESTMENT; ECONOMIC STATUS; TEXAS

NTIS PB299854/AS

***Ongoing project—final report not yet available.**

**3-069** INDUSTRIAL EMPLOYMENT OPPORTUNITIES AND THE HISPANIC COMMUNITY: THE CASE OF PILSEN

*THE UNIVERSITY OF ILLINOIS*
*CHICAGO, ILL.*

*Grant 21-17-78-13*
*Project completed fiscal year 1979*

*Dr. Robert Mier*
*March 1979*

*Report Descriptors:* MEXICAN AMERICANS; ECONOMIC STATUS; OCCUPATIONAL STRUCTURE; HUMAN SERVICE AGENCIES; ILLINOIS, CHICAGO

NTIS PB299853/AS

**3-070** ANALYSIS OF CAREER PATTERNS AND PROBLEMS AMONG MEXICAN AMERICAN COLLEGE GRADUATES

*THE UNIVERSITY OF TEXAS*
*SAN ANTONIO, TEX.*

*Grant 21-48-78-15*
*Project completed fiscal year 1979*

*Dr. Sammy B. Gould*
*February 1979*

*Report Descriptors:* MEXICAN AMERICANS; COLLEGE GRADUATES; CAREER PATTERNS; OCCUPATIONAL MOBILITY; RETURNS ON EDUCATIONAL INVESTMENT; TEXAS

NTIS PB299875/AS

**3-071** THE LABOR MARKET STATUS OF MEXICAN AMERICANS IN HIDALGO AND CAMERON COUNTIES, TEXAS

*PAN AMERICAN UNIVERSITY*
*EDINBURG, TEX.*

*Dr. Charles J. Ellard*

*Grant 21-48-78-10*
*Project completed fiscal year 1980*

*Descriptors:* EARNINGS; WORKING CONDITIONS; MINORITIES; RURAL AREAS; POVERTY AREAS; TEXAS

A statistical profile of Mexican Americans in Cameron and Hidalgo Counties, Texas, determined that their economic status is lower than that of others in the total population of those areas. Three-quarters of the residents of the area are Mexican American: They have lower family and per capita income, more poverty, lower educational attainment, and greater unemployment. When employed, they are more likely to be in low-skilled than in professional occupations, not to own firms or businesses, and are more likely to be seasonal farmworkers or migrants.
*December 1979*

NTIS

**3-072** PRIVATE RETURNS ON INVESTMENT IN EDUCATION: AN ANALYSIS OF RETURNS TO MEXICAN AMERICANS GRADUATING FROM TEXAS A & I UNIVERSITY

*TEXAS A & I UNIVERSITY*
*KINGSVILLE, TEX.*

*Dr. Joseph E. Rossman, Jr.*

*Grant 21-48-78-24*
*Project completed fiscal year 1980*

*Descriptors:* MEXICAN AMERICANS; COLLEGE GRADUATES; RETURNS ON EDUCATIONAL INVESTMENT; TEXAS

This study provides information on the earnings of Mexican Americans who attended, and graduated from, Texas A&I University, Kingsville, Texas. A sample of 910 Mexican Americans and a sample of 1,000 non-Mexican Americans (called all other) who graduated from Texas A&I between 1946 and 1970 were contacted through a mailed survey.

Approximately one-third of the Mexican Americans replying were individuals with education degrees, currently teaching, while less than one-eighth of the "all other" group were individuals with education degrees and currently teaching.

Estimated returns based on the ratio of income gains to costs for Mexican Americans ranged from 4 percent for education to 24 percent for engineering. Second only to engineering was the return to business school graduates of 18 percent.

Education, a traditional career path for many Mexican Americans, offered no monetary rewards even for those with a master's degree in education. A 3 percent return for a master's degree in education was generated by those who received a master's degree with a major or minor in school administration. No appreciable difference in salary existed between individuals holding a master's degree in education and those with a bachelor's degree, unless a major or minor in school administration was indicated.

Earnings-function regressions on Mexican American responses produced positive and significant coefficients on age, business degrees, engineering degrees, and agricultural degrees. Negative and significant coefficients were found only on the sex (female) variable.
*December 1979*

NTIS PB80-125966/AS

**3-073** ASPECTS OF SEMANTIC STRUCTURE OF SPANISH-SPEAKING BILINGUALS' ENGLISH: IMPLICATIONS FOR OCCUPATIONAL TRAINING

*RURAL MANPOWER LABORATORY*
*SANTA ROSA, CALIF.*

*Grant 21-06-78-16*
*Project completed fiscal year 1978*

*Dr. Edward Kissam*
*June 1978*

*Report Descriptors:* HISPANIC AMERICANS; ENGLISH AS A SECOND LANGUAGE; EDUCATION

NTIS PB284545/AS

### 3-074* JOB ADAPTATION OF HISPANIC, BLACK, AND WHITE MALE AND FEMALE EMPLOYEES

*NORTHWESTERN UNIVERSITY*
*EVANSTON, ILL.*

*Dr. Marcus Alexis and Dr. Nancy DiTomaso*

*Grant 21-17-78-66*
*Project still in progress*

*Descriptors:* SPANISH-SPEAKING AMERICANS; INTERNAL LABOR MARKETS; EMPLOYER PRACTICES AND POLICIES

This study will try to improve understanding of internal labor market operations. Its primary objective is to compare the prejob and on-the-job experiences of Hispanic, black and white, male and female workers in three types of firms and to identify and describe the factors that contribute to their being "created" as successful or unsuccessful members of the labor force. The researchers will also compare a sample of workers in selected industries with a sample of unemployed people.

The major hypothesis of the study is that the job experiences of white men are disproportionately ones that enable them to be stable and competent workers, while women and members of minority groups disproportionately have job experiences that lead them to be less successful workers. (That is, they tend to have less mobility and less stable work patterns and to receive lower rewards, than white male workers.)

### 3-075* JOB MOBILITY AND JOB LOSS: A STUDY OF THE EFFECTS OF UNEMPLOYMENT AND UNDEREMPLOYMENT AMONG BLUE COLLAR WORKING WOMEN IN NEW ENGLAND

*BOSTON COLLEGE*
*CHESNUT HILL, MASS.*

*Dr. Ellen Rosen*

*Grant 21-25-79-19*
*Project still in progress*

*Descriptors:* UNEMPLOYMENT; WOMEN; UNDEREMPLOYMENT; INDUSTRY PRACTICES; BLUE-COLLAR WORKERS

The purpose of this project is to assess the impact of job loss on blue-collar working women and their families. It will focus primarily on the experiences of full-time blue-collar women workers in semiskilled and unskilled occupations in the New England apparel, textile, and electronics industries, where such workers have traditionally been employed. The consequences of job loss to be examined include: (1) Impact on net family income and on family functioning; (2) subsequent job search activities; (3) extent to which the unemployed women utilize CETA, other training programs, and public assistance; and (4) extent of occupational mobility.

The researchers will conduct indepth interviews with 600 blue-collar women workers, of whom 375 have recently lost their jobs and the remainder—comprising the control group—have continuous experience in blue-collar work.

The researchers also will examine how the growth and decline of investment in New England during the past 20 years have shaped the longrun job mobility patterns of women workers in the industries under study. To do so, they will analyze the Social Security Administration's Longitudinal Employer-Employee Data File.

The information this study will contribute should be useful to public officials concerned with job loss, industry leaders and others interested in promoting equal employment opportunity, union leaders concerned with worker security, and administrators of programs for the unemployed.

### 3-076 JOB SEARCH BEHAVIOR OF MEXICAN AMERICANS IN TWO SELECTED AREAS IN THE SOUTHWEST

*JUAREZ AND ASSOCIATES*
*LOS ANGELES, CALIF.*

*Nicandro F. Juarez*

*Contract 20-06-76-51*
*Project completed fiscal year 1980*

*Descriptors:* LABOR FORCE BEHAVIOR; JOB SEARCH; MEXICAN AMERICANS; SOUTHWESTERN STATES; METROPOLITAN AREAS; CHICANOS; CALIFORNIA, ANAHEIM-GARDEN GROVE; TEXAS, HOUSTON

This study collected, analyzed, and reported on the labor market knowledge and job search behavior of a selected sample of Mexican-American workers and their families in two southwestern SMSA's. The study sought to answer such questions as: How do Mexican Americans look for jobs? Do they use the employment service, friends, newspapers, or the direct applicant approach? The study attempted to determine why particular job-seeking methods are used and which are most effective for the target group.

A SURVEY OF MEXICAN AMERICAN WORKERS IN TWO SELECTED URBAN AREAS IN THE SOUTHWEST

EXECUTIVE SUMMARY

*Dr. Lynda C. Brower-Isabel*
*July 1980*

NTIS
ETA

FINAL REPORT
*July 1980*

NTIS FB81-108896/AS

*Ongoing project—final report not yet available.

### 3-077 Labor Force Characteristics and Migration Experience of the Puerto Ricans

*FORDHAM UNIVERSITY*
*BRONX, N.Y.*
*AND*
*UNIVERSITY OF PUERTO RICO, SOCIAL RESEARCH CENTER*
*RIO PIEDRAS, P.R.*

*Grant 21-36-74-23*
*Project completed fiscal year 1979*

VOL. I, PUERTO RICANS IN NEW YORK CITY

*Dr. Mary G. Powers, Dr. John J. Macisco, Dr. Luz M. Torruellas, and Dr. Jose L. Vazquez*
*July 1979*

*Report Descriptors:* MIGRATION; LABOR FORCE BEHAVIOR; PUERTO RICANS; LABOR FORCE PARTICIPATION; LABOR MOBILITY; MIGRANTS; PUERTO RICO; NEW YORK SMSA
ETA

VOL. II, A CROSS SECTIONAL ANALYSIS OF RETURN MIGRATION TO PUERTO RICO USING 1970 CENSUS DATA
*July 1979*
ETA

VOL. III, APPENDICES
*July 1979*
ETA

### 3-078* The Labor Market Impact of Hispanic Undocumented Immigration on the Garment Industry in Los Angeles

*CALIFORNIA STATE UNIVERSITY*
*FULLERTON, CALIF.*

*Dr. Sheldon Maram*

*Grant 21-06-80-10*
*Project still in progress*

*Descriptors:* IMMIGRANTS; ALIENS; EMPLOYMENT; HIRING PRACTICES; UNIONS; GARMENT INDUSTRY; CALIFORNIA, LOS ANGELES

The purpose of this project is to determine the labor market impact of Hispanic undocumented workers on the garment industry in Los Angeles. The researchers will examine, for example, possible displacement of minority workers by undocumented aliens; employer decisions in hiring undocumented workers; and the impact of these workers on labor unions and union activity in the garment industry. The researchers will also compare the profiles of Hispanic undocumented workers in the garment industry with the profiles of Hispanic legal residents and U.S. citizens in that industry.

The study will include examination of records and documents concerning the garment industry; a survey of 800 unemployed minority workers in Los Angeles; and interviews with employers and union officials, and with State government employees involved in the enforcement of the labor code in the Los Angeles garment industry.

### 3-079* Manpower Implications of Part-Time Farming in New York State

*CORNELL UNIVERSITY*
*ITHACA, N.Y.*

*Dr. Frederick Buttel and Dr. Bruce Hall*

*Grant 21-36-80-14*
*Project still in progress*

*Descriptors:* FARMWORKERS; PART-TIME EMPLOYMENT; RURAL AREAS; UNEMPLOYMENT; MOONLIGHTING; NEW YORK

The researcher will conduct a study to examine multiple job holding among farmers, utilizing the farm family as a unit of analysis. The project will focus on participation and earnings from off-farm work, the extent of unemployment or underemployment in off-farm jobs, and whether off-farm work in conjunction with agriculture represents a stable pattern of employment for farm families. The project will also provide an assessment of likely trends in off-farm labor availability among New York State farm families in the short run and 5 and 10 years into the future. The data for the study will be collected via mailed questionnaires sent to a random sample of farm operators supplied by the New York State Crop Reporting Service.

### 3-080* Municipal Government Employment of Mexican Americans in the Southwest

*ARIZONA STATE UNIVERSITY*
*TEMPE, ARIZ.*

*Dr. Albert Karnig*

*Grant 21-04-78-62*
*Project still in progress*

*Descriptors:* MEXICAN AMERICANS; LABOR FORCE PARTICIPATION; STATE AND LOCAL GOVERNMENTS; SOUTHWESTERN STATES

The objectives of this research project are to measure, compare, and assess the share of public jobs held by Mexican Americans in southwestern cities and to evaluate factors that may help to account for differences among the cities in public sector employment of Mexican Americans.

The initial inquiry will concentrate on 129 southwestern cities and use aggregate data techniques to identify the linkages among: (1) Demographic factors; (2) socioeconomic factors; (3) governmental characteristics; (4) presence and extent of Chicano elected officials; (5) attempts at tax reduction and stabilization; (6) the extent

and type of involvement in CETA programs; and (7) Mexican American employment, both temporary and permanent, in different city agencies.

The second part of the study will focus on five major southwestern cities with substantial Hispanic concentrations. The objective will be to probe more deeply into the determinants of Mexican American employment in these cities by: (1) Interviewing policymakers, representatives of interest groups, agency heads, and CETA personnel; (2) examining documents such as the city's affirmative action plan; (3) investigating the extent of the merit system, departures from reliance on written tests, and efforts to validate hiring criteria; (4) assessing ways of carrying out affirmative action programs, such as recruitment devices, counseling, and formalized opportunities to upgrade job-related education and skills; and (5) evaluating the effects of tax reduction efforts on Hispanic employment.

### 3-081* Orientation of Unemployed Native Americans to the World of Work

*ODYSSEY COMMUNICATION SYSTEMS, INC.*
*CULVER CITY, CALIF.*

*Ira Englander*

*Contract 20-06-80-01*
*Project still in progress*

*Descriptors:* INDIANS; UNEMPLOYMENT; JOB DEVELOPMENT; JOB INFORMATION SERVICE

This project seeks to define the needs of structurally unemployed native Americans in relation to their orientation to the world of work; to determine the most convincing and culturally acceptable ways to present these orientation concepts to the subject population; and to prepare several training films to show Comprehensive Employment and Training Administration (CETA) staff, and others who serve native Americans, how to make use of those acceptable ways of conducting work orientation.

### 3-082* Overcoming Barriers to the Successful Entry and Retention of Women in Nontraditional Skilled Blue Collar Jobs

*INSTITUTE FOR WOMEN'S CONCERNS*
*ARLINGTON, VA.*

*Norma Briggs*

*Grant 21-55-79-05*
*Project still in progress*

*Descriptors:* WOMEN; CAREER PATTERNS; UNIONS; APPRENTICESHIP; EMPLOYMENT OPPORTUNITIES; EMPLOYMENT POLICY; WISCONSIN

The purpose of this project is to identify barriers to the employment of women in skilled blue-collar jobs and recommend practical ways of overcoming them. Information will be collected from 77 women apprenticed in traditionally male skilled trades in Wisconsin and their supervisors and coworkers. Questions to be studied include: Which factors inhibit and which foster success and acceptance of women in these jobs? Does the retention rate differ significantly by age? To what extent do family responsibilities interfere with the job demands? To what extent does shift work prevent women from holding these jobs? Answers to these questions will help the researchers determine what can be done to facilitate long-term acceptance of women in the blue-collar skilled trades.

### 3-083* Poor Youth: Life Experiences and Work Styles

*UNIVERSITY OF HOUSTON*
*HOUSTON, TEX.*

*Dr. David Gottleib*

*Grant 21-49-80-04*
*Project still in progress*

*Descriptors:* LOW INCOME; CULTURE OF POVERTY; YOUTH; MINORITIES; WORK ATTITUDES; MOTIVATION

This study involves indepth, intensive, personal interviews of 120 low-income youth between the ages of 16 and 21. The target population for the study will be young people who are either unemployed or out of the labor force and who are not enrolled in any formal education or training program. The sample size will be equally divided between males and females and among black, white, and Hispanic groups. Although primarily urban-based, the study will also include some rural youth.

The basic areas of inquiry will be directed at learning more about how these youth have made and anticipate making important life choices, for example, why they left school; how they go about deciding to look for work; why they choose to accept or reject a particular job; and what they perceive as the barriers or opportunities to employment or school reentry.

### 3-084 Research Design on the Operation of the Federal Government Labor Market

*OPERATIONS RESEARCH, INC.*
*SILVER SPRING, MD.*

*Contract 20-24-77-29*
*Project completed fiscal year 1979*

*James O'Leary, Dorothy McLean, and Oedies Davis*
*May 1978*

*Report Descriptors:* FEDERAL GOVERNMENT; CIVIL SERVICE SYSTEM; LABOR MARKET BEHAVIOR; LITERATURE REVIEW; DATA SOURCES AND USE

NTIS PB290385/AS

***Ongoing project—final report not yet available.**

**3-085** RESEARCH DESIGN ON THE OPERATION OF THE FEDERAL GOVERNMENT LABOR MARKET

*NORTHWESTERN UNIVERSITY*
*EVANSTON, ILL.*

*Contract 20-17-77-30*
*Project completed fiscal year 1979*

FEDERAL GOVERNMENT LABOR MARKETS: AN APPROACH TO WORK-FORCE PLANNING

VOLUME I

*Jean J. Couturier, Richard P. Schick, Gerald S. Goldstein, Eugene B. McGregor, George S. Mahary, and Elliot M. Zashin*
*December 1978*

*Report Descriptors:* FEDERAL GOVERNMENT; CIVIL SERVICE SYSTEM; LABOR MARKET BEHAVIOR; LITERATURE REVIEW; DATA SOURCES AND USE

NTIS PB292300/AS

VOLUME II
*December 1978*

**3-086** RESEARCH ON PROGRAM FOR PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY

*UNIVERSITY RESEARCH CORPORATION*
*WASHINGTON, D.C.*

*Contract 20-11-77-31*
*Project completed fiscal year 1979*

PROGRAM FOR PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY

SUMMARY OF PROJECTS FUNDED

*Dr. Jack Reynolds and Marta Kelsey*
*November 1977*

*Report Descriptors:* SPANISH-SPEAKING AMERICANS; PUERTO RICANS; IMMIGRANTS; BASIC EDUCATION; VOCATIONAL EDUCATION; INSTRUCTIONAL MATERIALS; OCCUPATIONAL TRAINING; TRAINING EFFECTIVENESS AND IMPACT

NTIS PB274258/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

THE PLESA EXPERIENCE: TRAINING AND EMPLOYMENT SERVICES FOR PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY

*Dr. Jack Reynolds, Kamer Davis, and Marta Kelsey*
*December 1978*

*Report Descriptors:* SPANISH-SPEAKING AMERICANS; PUERTO RICANS; IMMIGRANTS; BASIC EDUCATION; VOCATIONAL EDUCATION; INSTRUCTIONAL MATERIALS; OCCUPATIONAL TRAINING; TRAINING EFFECTIVENESS AND IMPACT; GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS; HANDBOOKS

NTIS PB290907/AS

CASE STUDY NUMBER 1, TUCSON, ARIZONA. ESL AND BILINGUAL VOCATIONAL TRAINING

*Dr. Jack Reynolds and Gladys Garcia*
*November 1978*

NTIS PB291299/AS

CASE STUDY NUMBER 2, NEW YORK CITY, NEW YORK. BILINGUAL OFFICE SKILLS TRAINING

*Kamer Davis and Willie Vazquez*
*November 1978*

NTIS PB291300/AS

CASE STUDY NUMBER 3, BERGEN COUNTY, NEW JERSEY. ON-THE-JOB TRAINING AND ESL

*Kamer Davis, Inese Balodis, and Willie Vazquez*
*November 1978*

NTIS PB291301/AS

CASE STUDY NUMBER 4, LAREDO, TEXAS. BILINGUAL TRAINING FOR ELECTRICIANS AND IMPORT-EXPORT CLERKS

*Dr. Jack Reynolds*
*November 1978*

NTIS PB291302/AS

CASE STUDY NUMBER 5, LOS ANGELES, CALIFORNIA. TRAINING CHINESE COOKS

*Dr. Jack Reynolds and Tin Myaing Thein*
*November 1978*

NTIS PB291303/AS

CASE STUDY NUMBER 6, PENNSYLVANIA. BUILDING A VOCATIONAL ESL LIBRARY

*Kamer Davis and Inese Balodis*
*November 1978*

NTIS PB291304/AS

CASE STUDY NUMBER 7, HONOLULU, HAWAII. DEVELOPING BILINGUAL VOCATIONAL CURRICULA

*Dr. Jack Reynolds and Tin Myaing Thein*
*November 1978*

NTIS PB291305/AS

CASE STUDY NUMBER 8, ORANGE COUNTY, CALIFORNIA. MESL AND ESL, A STUDY IN CONTRASTS

*Tin Myaing Thein and Gladys Garcia*
*November 1978*

NTIS PB291306/AS

CASE STUDY NUMBER 9, PHILADELPHIA, PENNSYLVANIA. COMMUNITY SUPPORT

*Kamer Davis and Inese Balodis*
*November 1978*

NTIS PB291307/AS

CASE STUDY NUMBER 10, SAN FRANCISCO, CALIFORNIA. SERVICES FOR ASIAN IMMIGRANTS AND REFUGEES

*Dr. Jack Reynolds*
*November 1978*

NTIS PB291308/AS

**3-087*** THE SCHOOL-TO-WORK TRANSITION OF NON-COLLEGE YOUNG PERSONS

*PENNSYLVANIA STATE UNIVERSITY*
*UNIVERSITY PARK, PA.*

*Dr. Stanley P. Stephenson, Jr.*

*Grant 28-42-78-54*
*Project still in progress*

*Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; YOUNG WOMEN; LABOR FORCE PARTICIPATION; EARNINGS; OCCUPATIONAL CHOICE

The researcher will examine the decisionmaking process of a group of young persons as they develop from full-time (noncollege) students into full-time workers. Using data from the National Longitudinal Study of the High School Class of 1972 and the young women's sample from the National Longitudinal Surveys, the researcher will: (1) Determine which personal attributes, such as educational and training background, and labor market conditions explain the movement of young persons from school enrollment to unemployment or employment; (2) determine the impact of previous unemployment on subsequent earnings and occupational choice, employment, and future unemployment; (3) examine, for women, the interaction between marital status, school enrollment, and labor force participation; and (4) find out the impact of the nature of the transition process on subsequent earnings and occupational choice. The main approaches to be used are tabular presentations of the data, multiple regression analysis, and the multinomial logit function.

**3-088** SECRETARY OF LABOR'S INVITATIONAL CONFERENCE ON THE LONGITUDINAL SURVEYS OF MATURE WOMEN

*NATIONAL COMMISSION FOR EMPLOYMENT POLICY*
*WASHINGTON, D.C.*

*Grant 21-11-78-28 (formerly Grant 21-11-77-01)*
*Project completed fiscal year 1979*

WOMEN'S CHANGING ROLES AT HOME AND ON THE JOB
*September 1978*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; CONFERENCES; LABOR FORCE BEHAVIOR; CAREER PATTERNS; WORK ROLES; WOMEN

NTIS PB294987/AS

**3-089** SECRETARY OF LABOR'S INVITATIONAL CONFERENCE ON THE NATIONAL LONGITUDINAL SURVEYS OF YOUNG MEN AND YOUNG WOMEN

*THE UNIVERSITY OF ARIZONA*
*TUCSON, ARIZ.*

*Grant 21-04-78-38*
*Project completed fiscal year 1979*

*Dr. Orley Ashenfelter and Dr. Ronald L. Oaxaca*
*August 1979*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; YOUNG WOMEN; BLACKS; CONFERENCES; EARNINGS; UNEMPLOYMENT

NTIS PB299663/AS

**3-090** SECRETARY'S INVITATIONAL CONFERENCE ON LONGITUDINAL STUDY OF MEN IN PRE-RETIREMENT YEARS

*TEMPLE UNIVERSITY*
*PHILADELPHIA, PA.*

*Grant 21-42-76-04*
*Project completed fiscal year 1978*

MEN IN THE PRE-RETIREMENT YEARS

*Dr. Seymour L. Wolfbein*
*October 1977*

*Report Descriptors:* LABOR MARKET BEHAVIOR; OLDER WORKERS; LABOR FORCE PARTICIPATION; TRANSITION FROM WORK TO RETIREMENT; EMPLOYMENT PATTERNS; HEALTH

NTIS PB283026/AS

**3-091** SELECTION AND PERFORMANCE IN A GAS UTILITY COMPANY

*CARNEGIE-MELLON UNIVERSITY*
*PITTSBURGH, PA.*

*Grant 21-42-73-43*
*Project completed fiscal year 1978*

*Dr. Myron L. Joseph*
*May 1978*

*Ongoing project—final report not yet available.

*Report Descriptors:* EMPLOYMENT; JOB APPLICANTS; INTERNAL LABOR MARKETS; HIRING PRACTICES; TESTING; ASSESSMENT AND EVALUATION

### 3-092* The Selection and Work Group Integration of Unemployed Mexican Americans into CETA Public Service Employment: A Case Study

*THE UNIVERSITY OF TEXAS*
*SAN ANTONIO, TEX.*

*Dr. Sammy B. Gould and Dr. Larry E. Penley*

*Grant 21-48-78-65*
*Project still in progress*

*Descriptors:* MEXICAN AMERICANS; PUBLIC SERVICE EMPLOYMENT; EMPLOYER PRACTICES AND POLICIES

This study will focus on the dynamics of the hiring and work group integration of Mexican Americans in CETA public service employment situations. The researchers will try to determine how the personal characteristics of applicants, supervisors, and coworkers are related to the applicants' subsequent integration into their work groups and transition to unsubsidized employment. The study will also explore how the following factors may affect the employment experience of Mexican Americans: (1) Interview process; (2) work group integration; (3) cultural values; (4) work ethic; (5) characteristics of the work group, job, and supervisors; (6) expectations; and (7) background variables.

### 3-093* Socioeconomic Attainment and Ethnicity: Labor Market Experience of Native and Immigrant Hispanics in the U.S.

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Dr. Marta Tienda*

*Grant 21-55-79-27*
*Project still in progress*

*Descriptors:* HISPANIC AMERICANS; IMMIGRANTS; ECONOMIC STATUS; ECONOMIC MOBILITY

This research will investigate tentative findings suggesting that the socioeconomic position of Hispanics in the United States is deteriorating. To do so, the researcher will examine the relationship of the demographic characteristics and immigrant status (native or foreign born) of persons of Mexican, Puerto Rican, and other Spanish origin to their incomes and occupational attainments. Another objective is to find out how the individual characteristics and opportunities of each Spanish-origin group affect their labor market position. The researcher will analyze relative changes in the socioeconomic attainments of the groups in relation to: (1) The changing composition of the groups; (2) institutional arrangements and labor allocation mechanisms that bar Hispanics from the most rewarding positions; and (3) changes in the structure of opportunities.

The study will be based on data from the 1976 Survey of Income and Education and the 1979 National Chicano Survey. After preparing a descriptive analysis of status levels within and among groups, the researcher will use regression standardization to sort differences in income and occupational levels into composition and ethnic status effects. Subsequently, the study will use a modified socioeconomic life cycle approach to illustrate the process of status attainment among native- and foreign-born Hispanics. Finally, an indepth analysis of the labor market experiences of Mexicans, the largest Hispanic group, will try to determine how discrimination, institutional arrangements, and structural or circulation mobility explain the occupational patterns and income levels of successive cohorts of labor force entrants. Analytical techniques will also include covariance and path analyses.

### 3-094 Socioeconomic Determinants of Urban Poverty Area Workers' Labor Force Participation and Income

*UNIVERSITY OF MISSOURI*
*COLUMBIA, MO.*

*Grant 21-29-74-12*
*Project completed fiscal year 1979*

*Dr. James R. Pinkerton*
*August 1978*

*Report Descriptors:* AGE DIFFERENCES; FAMILIES; URBAN PROBLEMS; LABOR MARKET BEHAVIOR; LABOR FORCE PARTICIPATION; GHETTO RESIDENTS

NTIS PB286658/AS

### 3-095* Study of CETA Plans for Indian Reservation Economic Development

*URBAN AND RURAL SYSTEMS ASSOCIATES (URSA)*
*SAN FRANCISCO, CALIF.*

*Ernest J. Fazio, Jr.*

*Contract 20-06-78-07*
*Project still in progress*

*Descriptors:* INDIANS; ECONOMIC DEVELOPMENT; INDIAN EMPLOYMENT AND TRAINING PROGRAMS (CETA)

The purpose of this project has been to review and analyze the economic plans for 25 Indian reservations as to their relationship and integration with CETA plans. The study developed a group of noteworthy and exemplary approaches for replication by other Indian reservations. During phase II, the contractor will develop training materials for use on Indian reservations and produce three 20-minute training films to assist in the administration and implementation of CETA programs on Indian reservations.

*Ernest J. Fazio, Jr. and Patricia F. Kelly*
*September 1978*

*Report Descriptors:* INDIANS; EMPLOYMENT; RURAL AREAS

NTIS PB287545/AS

**3-096*** A STUDY OF EDUCATIONAL INVESTMENT RETURNS AND LABOR MARKET EXPERIENCES OF MEXICAN AMERICAN COLLEGE GRADUATES

*KENT STATE UNIVERSITY*
*KENT, OHIO*

*Dr. Richard Raymond*

*Grant 21-39-78-64*
*Project still in progress*

*Descriptors:* MEXICAN AMERICANS; COLLEGE GRADUATES; RETURNS ON EDUCATIONAL INVESTMENT; TEXAS

This grant project will consist of an extensive analysis of data collected in a 1966-74 survey of Pan American University college graduates. The researcher will investigate: (1) The determinants of income for college-educated Mexican Americans and Anglos; (2) the extent and causes of job discrimination against Mexican Americans; (3) differences between the two ethnic groups in the rates of return on investments in college educations; and (4) differences between college educated Mexican Americans and Anglos in job search patterns, job satisfaction, and economic mobility.

The study will also assess the potential effectiveness of public policies designed to mitigate or eliminate the effects of discrimination.

**3-097** STUDY OF FACTORS IMPORTANT IN DEVELOPING ALTERNATIVE EMPLOYMENT FOR MIGRANT AND SEASONAL FARMWORKERS

*MILLER & BYRNE, INC.*
*WASHINGTON, D.C.*

*Contract 20-24-78-06*
*Project completed fiscal year 1979*

MONOGRAPH ON FACTORS IMPORTANT IN DEVELOPING ALTERNATIVE EMPLOYMENT FOR MIGRANT AND SEASONAL FARMWORKERS

*Sheila Polakoff and Ruth Blau*
*October 1979*

*Report Descriptors:* FARMWORKERS; CETA PROGRAMS; OCCUPATIONAL MOBILITY; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; INSTRUCTIONAL MATERIALS

ETA

TRAINER'S MANUAL: FACTORS IMPORTANT IN DEVELOPING ALTERNATIVE EMPLOYMENT FOR MIGRANT AND SEASONAL FARMWORKERS

*Ruth Blau, David North, and Sheila Polakoff*
*October 1979*

ETA

PARTICIPANT'S MANUAL: FACTORS IMPORTANT IN DEVELOPING ALTERNATIVE EMPLOYMENT FOR MIGRANT AND SEASONAL FARMWORKERS

*October 1979*

ETA

**3-098** A STUDY OF IMMIGRANTS IN THE LABOR FORCE

*LINTON AND COMPANY, INC.*
*WASHINGTON, D.C.*

*Contract 20-11-74-21*
*Project completed fiscal year 1978*

THE CHARACTERISTICS AND ROLE OF ILLEGAL ALIENS IN THE U.S. LABOR MARKET: AN EXPLORATORY STUDY

*David S. North and Marion F. Houstoun*
*March 1976*

*Report Descriptors:* IMMIGRATION; ALIENS; EMPLOYMENT PATTERNS; LABOR MARKET BEHAVIOR

NTIS PB252616/AS

SEVEN YEARS LATER: THE EXPERIENCES OF THE 1970 COHORT OF IMMIGRANTS IN THE U.S. LABOR MARKET

*David S. North*
*June 1978*

*Report Descriptors:* IMMIGRANTS; EARNINGS; EDUCATION; EMPLOYMENT; LABOR MOBILITY; GOVERNMENT POLICIES

NTIS PB293228/AS

**3-099** WOMEN AND PART-WEEK WORK

*SCHOOL OF BUSINESS, AUBURN UNIVERSITY*
*AUBURN, ALA.*

*Contract 21-01-76-21*
*Project completed fiscal year 1978*

*Dr. Ethel B. Jones and Dr. James E. Long*
*March 1978*

*Report Descriptors:* NATIONAL LONGITUDINAL SURVEYS; WOMEN; PART-TIME EMPLOYMENT; LABOR MARKET BEHAVIOR; WORK SCHEDULES; WAGES

NTIS PB280737/AS

*Ongoing project—final report not yet available.

**3-100 WOMEN IN THE LABOR FORCE IN 1990**

*THE URBAN INSTITUTE*
*WASHINGTON, D.C.*

*Contract 21-11-77-09*
*Project completed fiscal year 1979*

*Ralph Smith*
*October 1978*

*Report Descriptors:* WOMEN; LABOR SUPPLY; LABOR DEMAND; LABOR FORCE PARTICIPATION; ECONOMIC ANALYSIS AND ECONOMETRICS; LITERATURE REVIEW

NTIS PB284997/AS

**3-101 THE YOUTH LABOR MARKET: A DYNAMIC OVERVIEW**

*BUREAU OF LABOR STATISTICS*
*WASHINGTON, D.C.*

*Agreement 20-11-76-47*
*Project completed fiscal year 1978*

*Joseph R. Antos and Wesley S. Mellow*
*February 1978*

*Report Descriptors:* YOUTH; WAGES; TURNOVER; LABOR FORCE BEHAVIOR; EMPLOYMENT PATTERNS; UNEMPLOYMENT

NTIS PB283262/AS

## 3C. EMPLOYER PRACTICES

**3-102 DEMONSTRATION PROJECT FOR THE ESTABLISHMENT OF A DOMESTIC CLEARINGHOUSE AND INFORMATION NETWORK ON PRODUCTIVITY AND QUALITY OF WORKING LIFE**

*WORK IN AMERICA INSTITUTE, INC.*
*NEW YORK, N.Y.*

*Grant 21-36-75-17*
*Project completed fiscal year 1979*

BREAKTHROUGHS IN UNION-MANAGEMENT COOPERATION

*Joseph A. Loftus and Beatrice Walfish (Eds.)*
*1977*

*Report Descriptors:* WORKER PARTICIPATION IN MANAGEMENT; INDUSTRIAL RELATIONS; COLLECTIVE BARGAINING; LABOR-MANAGEMENT COOPERATION; QUALITY OF EMPLOYMENT; WAGES

This report, and those following are available from: Work in America Institute, Inc., 700 White Plains Road, Scarsdale, N.Y. 10583.

A GUIDE TO WORKER PRODUCTIVITY EXPERIMENTS IN THE UNITED STATES 1971-75

*Raymond A. Katzell, Penny Bienstock, and Paul H. Faerstein*
*1977*

*Report Descriptors:* PRODUCTIVITY; WORKING CONDITIONS; TRAINING EFFECTIVENESS AND IMPACT; JOB STRUCTURE; ORGANIZATIONAL STRUCTURE; WORKER/JOB MATCHING

NTIS PB273894/AS

ALTERNATIVE WORK PATTERNS, CHANGING APPROACHES TO WORK SCHEDULING

*David Robinson (Ed.)*
*June 1976*

*Report Descriptors:* WORK SCHEDULES; PART-TIME EMPLOYMENT

PRODUCTIVITY: THE LINK TO ECONOMIC AND SOCIAL PROGRESS, A SWEDISH-AMERICAN EXCHANGE OF VIEWS

*Curtis Prendergast (Ed.)*
*April 1976*

*Report Descriptors:* FOREIGN EMPLOYMENT AND TRAINING POLICY; LAWS, LEGISLATION; PRODUCTIVITY; INDUSTRIAL RELATIONS; EMPLOYER PRACTICES AND POLICIES; SWEDEN

STUDIES IN PRODUCTIVITY: HIGHLIGHTS OF THE LITERATURE

VOL. 1. QUALITY OF WORKING LIFE AND PRODUCTIVITY
*1978*

*Report Descriptors:* QUALITY OF EMPLOYMENT; PRODUCTIVITY; WORKER PARTICIPATION IN MANAGEMENT; JOB ENRICHMENT

NTIS PB286883/AS

VOL. 2. MANAGERIAL PRODUCTIVITY
*1978*

*Report Descriptors:* PRODUCTIVITY; PERSONNEL ADMINISTRATION; EMPLOYER PRACTICES AND POLICIES

NTIS PB286885/AS

VOL. 3. WORKER ALIENATION
*1978*

*Report Descriptors:* WORK ATTITUDES; MEANING OF WORK; ALIENATION

NTIS PB286886/AS

VOL. 4. MID-CAREER PERSPECTIVES: THE MIDDLE-AGED AND OLDER POPULATION
*1978*

*Report Descriptors:* CAREER PATTERNS; MIDDLE-AGED WORKERS

NTIS PB286882/AS

VOL. 5. TRENDS IN PRODUCT QUALITY AND WORKER ATTITUDES
*1978*

*Report Descriptors:* WORK ATTITUDES; PRODUCTIVITY; JOB ENRICHMENT; TEAM BUILDING

NTIS PB286884/AS

VOL. 6. HUMAN RESOURCE ACCOUNTING
*1978*

*Report Descriptors:* EMPLOYER PRACTICES AND POLICIES; PERSONNEL ADMINISTRATION

NTIS PB286887/AS

### 3-103 A Demonstration Project to Develop and Test Job-Sharing in Wisconsin Civil Service (Project JOIN)

*STATE OF WISCONSIN, DEPARTMENT OF EMPLOYMENT RELATIONS, DIVISION OF HUMAN RESOURCE SERVICES*
*MADISON, WIS.*

*Grant 21-55-76-11*
*Project completed fiscal year 1979*

VOL. I, PROJECT JOIN, FINAL REPORT

*Mary Cirilli, Diane Lindner Jones, and Susan Meives*
*June 1979*

*Report Descriptors:* WORK SCHEDULES; PART-TIME EMPLOYMENT; JOB RESTRUCTURING; JOB SATISFACTION; EMPLOYMENT PATTERNS; STATE AND LOCAL GOVERNMENTS; WISCONSIN

NTIS PB299668/AS

VOL. II, MANUAL FOR REPLICATION
*June 1979*

NTIS PB299669/AS

VOL. III, PART-TIME WORK: A MULTIPERSPECTIVE ANALYSIS
*June 1979*

NTIS PB301278/AS

### 3-104* Demonstration Project to Test Alternate Employment Patterns for Older Workers in the Wisconsin Civil Service

*STATE OF WISCONSIN, DEPARTMENT OF EMPLOYMENT RELATIONS, DIVISION OF HUMAN RESOURCE SERVICES*
*MADISON, WIS.*

*Mary Cirilli and Diane Lindner Jones*

*Grant 21-55-79-10*
*Project still in progress*

*Descriptors:* RETIREMENT; WORK SCHEDULES; OLDER WORKERS; JOB SATISFACTION; STATE AND LOCAL GOVERNMENTS; JOB RESTRUCTURING; WISCONSIN

The purpose of this project is to develop and and test a variety of employment options in the Wisconsin State Civil Service for persons approaching retirement age (55) and for those who have already retired but would like to reenter the workforce in a way other than in the traditional 5-day, 40-hour work week. The options include; (1) Full-time employment past the "normal" retirement age of 65; (2) part-time employment between the ages of 55 and 64; and (3) part-time employment at age 65.

Analyses will be conducted with respect to factors such as the effects on income, job satisfaction, morale, health, and productivity; and comparisons of job option participants and a matched, standard work-week group. Efforts will be made to determine the proper use of each option in preretirement planning, the extent to which workers would use the various options, and the kinds of internal barriers that may discourage their use. A major objective is to develop a prototype preretirement employment policy for the State of Wisconsin with the model structured so that its components could be used by other State and local governments.

### 3-105 A Demonstration/Research Project for Maximizing the Integration of Local Labor into the Regional Apple Industry

*THE WILLIAM H. MINER AGRICULTURAL RESEARCH INSTITUTE*
*CHAZY, N.Y.*

*Claude H. Wiley*

*Grant 21-36-78-39*
*Project completed fiscal year 1980*

*Descriptors:* LABOR SUPPLY; SEASONAL EMPLOYMENT; TEMPORARY EMPLOYMENT; IMMIGRATION; JOB SATISFACTION; JOB RETENTION; NEW YORK

The project demonstrated on a limited basis special techniques to obtain a domestic labor force to harvest the apple crop, replacing imported labor currently being used in that industry. It was aimed at increasing employment opportunities in northern New York by providing local apple growers with trained local harvesting crews.

Procedures included employing various recruitment techniques to secure local people for the apple harvest; providing a training program for the pickers; and offering incentives for such employment, e.g., transportation and child care.

Among the findings of the project were the following: (1) The use of heavy wooden ladders and the pay offered the pickers were workers' primary concerns. (2) Publicity from public service announcements resulted in increasing the number of local people registering for apple picking. (3) Improved working conditions in the orchards such as toilets, drinking water, and hot lunches had a positive influence on picker attitudes about apple picking. (4) While transportation to and from the or-

*Ongoing project—final report not yet available.

chards for local pickers and child day-care for youngsters of apple pickers might be an incentive for local people to participate in the harvest, the project results in this regard were not positive.

Among the researchers' recommendations were that regulations should be developed for encouraging recipients of unemployment and social welfare benefits to become part of the apple harvest; that there should be an examination of whether increased box rates or variable box rates for different picking conditions could enlarge turnout and retention of local labor; and that an experimental project should be set up with guaranteed earnings during a defined training period. The authors conclude that continued use of off-shore labor is necessary at the present to maintain a viable apple industry in northern New York, but that efforts to maximize the use of available local labor should be continued.

*Claude H. Wiley, Judith Heintz, Jane Gore, and Peter Gore*
*June 1980*

*Report Descriptors:* LABOR SUPPLY; SEASONAL EMPLOYMENT; TEMPORARY EMPLOYMENT; IMMIGRATION; JOB RETENTION; JOB SATISFACTION; NEW YORK

NTIS PB80-213572/AS

### 3-106* THE DEVELOPMENT AND EVALUATION OF THREE DEMONSTRATION PROJECTS USING MANAGEMENT-LABOR COMMITTEES TO IMPROVE THE QUALITY OF WORKING LIFE

*MASSACHUSETTS QUALITY OF WORKING LIFE CENTER*
*BOSTON, MASS.*

*Michael Brower*

*Grant 21-24-77-11*
*Project still in progress*

*Descriptors:* QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; JOB SATISFACTION; LABOR-MANAGEMENT CONSORTIA; PRODUCTIVITY

Labor-management committees have been established at three sites with the dual goals of improving productivity and the quality of working life through increased worker involvement in workplace problems that fall outside the existing labor contract. Two sites are in the public sector and one is a private profitmaking organization. A limited evaluation of project achievements will be made after the intervention is terminated. A second objective is to provide a model State-level center that encourages and assists organizations to increase the quality of working life and productivity through behavioral science techniques and increase their awareness that, in many areas, management and labor can work cooperatively toward common objectives.

### 3-107 EFFECTIVENESS IN WORK ROLES

*THE UNIVERSITY OF MICHIGAN*
*ANN ARBOR, MICH.*

*Grant 92-26-72-35*
*Project completed fiscal year 1978*

#### JOB SATISFACTION: IS THERE A TREND?

*Dr. Robert P. Quinn, Graham L. Staines, and Margaret R. McCullough*
*1974*

*Report Descriptors:* WORK ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; MEANING OF WORK; LITERATURE REVIEW
GPO MANPOWER RESEARCH MONOGRAPH NO. 30

#### VALIDATING QUALITY OF EMPLOYMENT INDICATORS — REPORT NO. 1

*Cortlandt Cammann, Dr. Robert P. Quinn, Terry A. Beehr, and Nina Gupta*
*May 1975*

*Report Descriptors:* SOCIAL INDICATORS; WORK ENVIRONMENT; WORK ATTITUDES; HEALTH AND SAFETY ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK INCENTIVES; PRODUCTIVITY; WORKING CONDITIONS; MEANING OF WORK

NTIS PB241907/AS

#### MEASURING WORKING CONDITIONS THROUGH STANDARDIZED ON-THE-JOB OBSERVATIONS — REPORT NO. 2

*David A. Nadler and G. Douglas Jenkins, Jr.*
*May 1975*

*Report Descriptors:* METHODOLOGY; WORKING CONDITIONS; QUALITY OF EMPLOYMENT; WORK ENVIRONMENT; PRODUCTIVITY; JOB ENRICHMENT

NTIS PB241908/AS

#### EFFECTIVENESS IN WORK ROLES: A LONGITUDINAL STUDY OF EMPLOYEE REACTIONS TO WORK ENVIRONMENT

*Dr. Robert P. Quinn, Dr. Cortlandt Cammann, Dr. Nina Gupta, Dr. Terry A. Beehr, Dr. G. Douglas Jenkins, Jr., Dr. Graham L. Staines, and Dr. Stanley E. Seashore*
*September 1977*

*Report Descriptors:* WORK ENVIRONMENT; WORK ROLES; WORK ATTITUDES; WORK INCENTIVES; PRODUCTIVITY; MEANING OF WORK; SOCIAL INDICATORS

NTIS PB280669/AS

#### EFFECTIVENESS IN WORK ROLES: METHODOLOGICAL APPENDICES

*Dr. Robert P. Quinn, Dr. Cortlandt Cammann, Dr. Nina Gupta, Dr. Terry A. Beehr, Dr. G. Douglas Jenkins, Jr., Dr. Graham L. Staines, and Dr. Stanley E. Seashore*
*October 1977*

*Report Descriptors:* WORK ENVIRONMENT; WORK ROLES; WORK ATTITUDES; WORK INCENTIVES; PRODUCTIVITY; MEANING OF WORK; SOCIAL INDICATORS

NTIS PB280670/AS

**3-108 AN EMPIRICAL ASSESSMENT OF THE PROCESS AND OUTCOMES OF AN ORGANIZATIONAL CHANGE PROJECT AIMED AT IMPROVING THE QUALITY OF WORK LIFE**

*STANFORD UNIVERSITY, GRADUATE SCHOOL OF BUSINESS*
*STANFORD, CALIF.*

*Grant 21-06-77-04*
*Project completed fiscal year 1978*

*Dr. Jerry I. Porras and Dr. Reuben H. Harris*
*November 1977*

*Report Descriptors:* PRODUCTIVITY; QUALITY OF EMPLOYMENT; MANAGEMENT DEVELOPMENT; WORK ATTITUDES; TEAM BUILDING

NTIS PB293168/AS

**3-109 FEASIBILITY STUDY FOR A SURVEY OF THE EMPLOYERS OF UNDOCUMENTED ALIENS**

*THE UNIVERSITY OF ILLINOIS*
*CHICAGO, ILL.*

*Dr. Barry R. Chiswick*

*Grant 21-17-79-08*
*Project completed fiscal year 1980*

*Descriptors:* EMPLOYMENT PATTERNS; ALIENS; LABOR FORCE PARTICIPATION; LABOR DEMAND; HIRING PRACTICES; IMMIGRANTS

This project attempted to find out whether employers will respond to questions about undocumented aliens they employ. The project staff interviewed 31 Chicago-area employers of a random sample of undocumented aliens apprehended in the 3 months before the survey. The staff asked questions about such matters as employment practices in the occupations in which the aliens worked, turnover, efforts to fill vacancies, job applicants, hiring practices, and why undocumented aliens are hired.

The completion rate and interviewers' reports indicate that the project was generally well received, and that it was a success: employers were willing to answer potentially sensitive questions about undocumented workers.

Regarding the characteristics of the firms in which there were interviews: (1) The firms are very small. (2) Almost all of the employers report they require social security numbers from all of the workers they hire, and about half of the employers say they require citizenship or resident alien status from their workers. (3) When the questions shifted from hiring requirements to hiring practices, there was greater admission of hiring workers without legal rights to work in the United States. (4) Employers have a poor understanding of their legal liabilities regarding hiring undocumented workers.

*Dr. Barry R. Chiswick and Francis A. Fullam*
*June 1980*

*Report Descriptors:* ALIENS; EMPLOYMENT PATTERNS; LABOR FORCE PARTICIPATION; LABOR DEMAND; HIRING PRACTICES; IMMIGRANTS; ILLINOIS, CHICAGO

NTIS PB80-208879/AS

**3-110 A LONGITUDINAL STUDY OF EMPLOYEE PARTICIPATION IN JOB STRUCTURING**

*THE UNIVERSITY OF MICHIGAN*
*ANN ARBOR, MICH.*

*Grant 21-26-74-16*
*Project completed fiscal year 1978*

THE QUALITY OF WORK LIFE APPROACH TO MANAGEMENT: AN ASSESSMENT OF ITS USE IN NEW PLANTS

*Dr. Veronica F. Nieva, Dr. Dennis N. T. Perkins, and Dr. Edward E. Lawler, III*
*1978*

*Report Descriptors:* QUALITY OF EMPLOYMENT; JOB SATISFACTION; WORKER PARTICIPATION IN MANAGEMENT; PRODUCTIVITY

NTIS PB284351/AS

CAUSAL FORCES IN THE CREATION OF A NEW ORGANIZATION
*1978*

*Report Descriptors:* QUALITY OF EMPLOYMENT; JOB SATISFACTION; ORGANIZATIONAL DYNAMICS; LIFE SATISFACTION

NTIS PB279446/AS

IMPROVING THE QUALITY OF LIFE AT WORK: AN EVALUATION OF THE CENTERTON EXPERIENCE

VOL. 1
*March 1978*

*Report Descriptors:* QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; WORK ATTITUDES; JOB SATISFACTION; PRODUCTIVITY

VOL. 2 APPENDICES
*March 1978*

NTIS PB284482/AS

**3-111* A NATIONAL SURVEY OF EMPLOYER ATTITUDES AND PRACTICES TOWARD YOUTH**

*NATIONAL URBAN LEAGUE, INC.*
*WASHINGTON, D.C.*

*Dr. Robert Hill and Regina Nixon*

*Grant 28-11-79-03*
*Project still in progress*

*Ongoing project—final report not yet available.

*Descriptors:* YOUTH; EMPLOYER PRACTICES AND POLICIES; EMPLOYER ATTITUDES; INDUSTRY PRACTICES

The objectives of this research project are to determine, in a systematic way, the preceptions of employers about hiring economically disadvantaged youth and to compare the findings with those of a similar survey reported in the Bureau of Labor Statistics Bulletin No. 1657, published in 1970. The grantee will use a mail questionnaire to survey a nationally representative sample of American employers on their attitudes, policies, and practices toward economically disadvantaged youth and conduct indepth interviews with the personnel officers of a nationally representative subsample of firms.

### 3-112* ON-SITE EVALUATION OF A QUALITY OF WORK IMPROVEMENT PROGRAM IN SAN DIEGO CITY GOVERNMENT

*INSTITUTE OF SOCIAL RESEARCH, THE UNIVERSITY OF MICHIGAN*
*ANN ARBOR, MICH.*

*Stanley E. Seashore*

*Grant 21-26-77-37*
*Project still in progress*

*Descriptors:* QUALITY OF EMPLOYMENT; PRODUCTIVITY; WORKER PARTICIPATION IN MANAGEMENT; LABOR-MANAGEMENT CONSORTIA; WORK INCENTIVES; JOB SATISFACTION

This experimental and demonstration study is one of a series examining productivity and quality-of-work outcomes of an organizational change strategy that uses several levels of interlocking labor-management committees to achieve greater involvement of the worker in workplace decisions. A third-party catalyst will assist in the formative stage of creating an ongoing and self-sustaining internal process for cooperatively identifying and analyzing problems that are limiting productivity and worker satisfaction or self-actualization.

The substance and method of the change intervention, chosen by the committees, will address such issues as work standards, compensation systems, training opportunities, work scheduling, job redesign, grievance procedures, improved technology, work methods, etc.

The project will take place in the solid waste and equipment divisions of the General Services Department of the city of San Diego. The consultant intervention will continue for about a year and outcomes measures will be taken during the subsequent 18-24 months at both the experimental and a comparison site. In addition, onsite observations will gain better insight into the processes associated with the intervention strategy and the use of labor management committees.

### 3-113* ORGANIZATIONAL SELECTION AND EMPLOYEES' CAREERS: THE EFFECTS OF AFFIRMATIVE ACTION AND DECLINING GROWTH ON AN INTERNAL LABOR MARKET

*YALE UNIVERSITY*
*NEW HAVEN, CONN.*

*Dr. James Rosenbaum, Department of Sociology*

*Grant 21-39-76-14*
*Project still in progress*

*Descriptors:* EMPLOYER PRACTICES AND POLICIES; CAREER PATTERNS; MINORITIES; WOMEN; INTERNAL LABOR MARKETS; AFFIRMATIVE ACTION PLANS

This study is examining the selection process at entry and the opportunity structure within an internal labor market. It is concentrating on both supply and demand in a comparison of human capital and vacancy chain analyses. The researcher is investigating the effects of education, skill training, affirmative action policies, and declining economic growth on selection, performance, and career advancement.

Personnel records of a large public utility are being analyzed for the period 1962-75.

### 3-114* OVERVIEW AND ANALYSIS OF EIGHT QUALITY OF WORK LIFE DEMONSTRATION PROJECTS

*THE UNIVERSITY OF MICHIGAN*
*ANN ARBOR, MICH.*

*Dr. Stanley E. Seashore*

*Grant 21-26-80-18*
*Project still in progress*

*Descriptors:* QUALITY OF EMPLOYMENT; PRODUCTIVITY; LABOR-MANAGEMENT CONSORTIA; WORKER PARTICIPATION IN MANAGEMENT; JOB SATISFACTION

Eight projects, coordinated through the Institute of Social Research during the past 6 years, used labor management committees and behavioral science concepts as a means of increasing productivity and worker satisfaction with employment. This study is a comparative analysis of the results of these projects and will attempt to set forth the major concepts that have been gained from this experience.

### 3-115* REARRANGED WORK SCHEDULES IN THE PRIVATE SECTOR: PART A

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Nathalie Friedman*

*Contract 20-36-77-04*
*Project still in progress*

*Descriptors:* JOB SATISFACTION; WORK SCHEDULES; WORK ATTITUDES

The contractor is synthesizing and analyzing available literature on rearranged work schedules by means of a comprehensive survey. The contractor is also conducting comparative analytic case studies of five diverse types of firms in order to spell out in detail the dynamics and processes involved in the introduction of the compressed workweek and flexible workweek. This research is addressing such questions as the dynamics of the decision to depart from the traditional 5-day week, the process of implementing a rearranged work schedule, and an evaluation of the impact of the change both within the work setting and in the wider society.

It is expected that the successful accomplishment of these objectives will provide a more accurate and coherent knowledge base to guide decisions that are increasingly being made in this area by employers, unions, legislators, and others.

### 3-116 REARRANGED WORK SCHEDULES IN THE PRIVATE SECTOR: PART B

*BOSTON COLLEGE*
*CHESTNUT HILL, MASS.*

*Contract 20-25-77-03*
*Project completed fiscal year 1979*

REARRANGED WORK SCHEDULES IN THE PRIVATE SECTOR: FINAL REPORT

*Ronald L. Nuttal and Helen Madfis*
*July 1979*

*Report Descriptors:* JOB SATISFACTION; WORK SCHEDULES; WORK ATTITUDES; MASSACHUSETTS

NTIS PB300649/AS

### 3-117 REARRANGED WORK SCHEDULES OF HANDICAPPED EMPLOYEES IN THE PRIVATE SECTOR

*REHAB GROUP, INC.*
*ARLINGTON, VA.*

*Contract 20-51-77-37*
*Project completed fiscal year 1978*

*Ruth Sablowsky*
*June 1978*

*Report Descriptors:* WORK SCHEDULES; HANDICAPPED; VIRGINIA

NTIS PB289685/AS

### 3-118* REFERENCE SOURCE ON WORK SHARING IN THE UNITED STATES

*NATIONAL COUNCIL FOR ALTERNATIVE WORK PATTERNS, INC.*
*WASHINGTON, D.C.*

*Maureen McCarthy*

*Grant 21-11-79-17*
*Project still in progress*

*Descriptors:* WORK SCHEDULES; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; EMPLOYER PRACTICES AND POLICIES; PRODUCTIVITY

This project will provide selected case studies of different types of work-sharing programs, including short-time compensation, phased retirement, job sharing, sabbaticals for community service and leisure, and reduced hours' programs.

A survey questionnaire will be sent to the approximately 300 public and private employers identified as having developed work-sharing programs. The questionnaire will be designed to elicit information on the organization itself, the type of work-sharing program in effect, and the availability of information on planning, implementation, and evaluation of the program. The survey data will be used to develop a typology of work-sharing approaches and to identify specific firms that will be selected for case studies.

Employers (including top managers and supervisors), union representatives, policymakers, employees, and community leaders will be interviewed for the case studies. Issues to be explored in the interviews are impetus for the programs, analysis of the decisionmaking processes that led to the program's adoption, program objectives and goals, program research and evaluation, how operational problems were confronted and resolved, implications of the program for labor-management relations and collective-bargaining agreements, effects on productivity and how those effects were measured, recommended changes or modifications, and further research and evaluation needs.

The case study report will provide information helpful to better understanding of the different forms work-sharing programs are taking, the reasons for utilizing different programs, and the practical implications of work-sharing programs.

### 3-119* A STUDY OF WOMEN IN NONTRADITIONAL BLUE-COLLAR JOBS

*WELLESLEY COLLEGE*
*WELLESLEY, MASS.*

*Brigid O'Farrell*

*Grant 21-25-78-21*
*Project still in progress*

*Descriptors:* WOMEN; BLUE-COLLAR WORKERS; UPGRADING; WORK ATTITUDES; EMPLOYMENT OPPORTUNITIES; DISCRIMINATION

This study explored women's interest in nontraditional blue-collar jobs and the barriers that limit their mobility. It examined the relationship between women's traditional and nontraditional job choices and barriers to selecting nontraditional work including; the perception that many of the jobs newly open to women are not desirable jobs for men or women and the perceived lack of support for

*Ongoing project—final report not yet available.

movement to these jobs. The researcher studied the relationship between these barriers and social, psychological, and demographic variables such as traditional attitudes, age, and family status.

The researcher used a case study approach, combining intensive interview and small-scale survey techniques. She collected the data from records and interviews with 60 persons in a company offering a wide variety of blue-collar and clerical jobs.

A case study was done of one local union, its officials and members, and the company for which they work. Interviews were conducted with 23 union officials and 50 women and men workers.

Among the findings were that women currently in nontraditional blue-collar jobs are more likely than their female counterparts in traditional female jobs to report they are satisfied with their jobs. They earn more money and expect to be able to reach the nighest skill and pay rate levels. A most harsh barrier for the first women who had seniority and/or filed grievances and sex discrimination charges was discouragement and harassment by male coworkers and supervisors. Resentment of women lessened with their time and experience on the job. Fear of job insecurity was a major reason given for male resentment. The encouragement of others—family, friends, and male workers—was particularly important in the face of strong resistance.

Women currently employed in traditional jobs continue to face change, organizational barriers for example, restricted bidding and layoff procedures, lack of organizational support such as internal recruitment, and individual barriers such as concern about age or lack of preemployment training for traditional work.

The union was generally viewed as necessary to effectively represent the interests of women and men. The grievance procedure, election of women to union office, and a women's committee were reported as ways to improve traditionally female jobs and to increase mobility to nontraditional jobs. A major recommendation of the study was that unions become involved in the Equal Employment Opportunity agreements from which they have often been excluded.

WOMEN AND NONTRADITIONAL BLUE COLLAR JOBS: A CASE STUDY OF LOCAL I.
*August 1980*

NTIS PB80-217656/AS

## 3-120* Substandard Working Conditions and Undocumented Labor in the New York City Garment Industry

*MASSACHUSETTS INSTITUTE OF TECHNOLOGY CAMBRIDGE, MASS.*

*Dr. Michael Piore*

*Grant 21-25-79-18*
*Project still in progress*

*Descriptors:* IMMIGRANTS; EMPLOYMENT PATTERNS; ALIENS; LABOR DEMAND; INDUSTRY PRACTICES; HIRING PRACTICES; NEW YORK, NEW YORK

This project will: (1) Identify the major factors responsible for the revival of employment in sweatshops and homework in the New York City garment industry; (2) assess the connection between the expansion of extra-legal work in the garment industry and undocumented immigration; (3) specify the technical, labor market, and other variables that determine the viability of the extra-legal work and try to estimate relative costs of different forms of work organization and the relationship between costs and other variables; and (4) assess various Government policies to reduce extra-legal work, such as training policies and enforcement of fair labor standards.

The researchers will interview key persons in management, the union, and Government regulatory agencies and examine help wanted advertising, complaints to Government agencies, and estimates of extra-legal work. The comparison of alternative forms of work organization will be based on engineering designs and estimates of cost from union and management data.

## 3-121* Support for Technical Information Service and Publication Program of the Work in America Institute, Inc.

*WORK IN AMERICA INSTITUTE, INC. SCARSDALE, N.Y.*

*Rhoda Pauley*

*Grant 21-36-80-24*
*Project still in progress*

*Descriptors:* PRODUCTIVITY; INCENTIVES; JOB PERFORMANCE; JOB STRUCTURE; WORKER PARTICIPATION IN MANAGEMENT; QUALITY OF EMPLOYMENT

This grant provided partial support for the clearinghouse function of the Institute. The clearinghouse provides channels of communication among researchers, union officials, consultants, and organization executives who are concerned with increasing productivity and the quality of worklife through techniques and strategies that more effectively use human resources and increase workers' satisfaction.

The clearinghouse publishes a monthly newsletter, *World of Work Report*, which summarizes recent national and international developments related to employment, productivity, and the quality of worklife. Other efforts have focused upon the development of bibliographies and information packages on specific areas such as worker alienation, human resource accounting, socio-technical systems, and managerial productivity.

## 3D. WORKER ATTITUDES

### 3-122 EXCHANGING EARNINGS FOR LEISURE: FINDINGS OF AN EXPLORATORY NATIONAL SURVEY ON WORKTIME PREFERENCES

*NATIONAL COMMISSION FOR EMPLOYMENT POLICY*
*WASHINGTON, D.C.*

*Contract 20-11-78-36*
*Project completed fiscal year 1979*

*Dr. Fred Best*
*January 1979*

*Report Descriptors:* WORK SCHEDULES; ATTITUDES; LABOR FORCE BEHAVIOR; PILOT STUDY
ETA

### 3-123* FAMILY ASPECTS OF WOMEN'S PART-TIME EMPLOYMENT

*CORNELL UNIVERSITY*
*ITHACA, N.Y.*

*Dr. Phyllis Moen*

*Grant 21-25-80-12*
*Project still in progress*

*Descriptors:* WOMEN; PART-TIME EMPLOYMENT; FAMILIES; EARNINGS; WORK SCHEDULES

The study investigates part-time employment of women by utilizing the Michigan Panel Study of Income Dynamics and the 1977 Quality of Employment Survey. The following three areas will be examined: (1) Profiles of voluntary and involuntary part-time women workers as well as prospective part-time workers. The researcher will determine the factors associated with each of these catagories and how they differ in work and family characteristics. (2) Payoffs and costs of part-time schedules, including what the characteristics are of part-time jobs held by women, how the workers assess the problems and benefits of part-time jobs, and what the family outcomes are in terms of time spent in childcare. (3) Movement in and out of the part-time category, and what the effects of family constraints, job opportunities, and motivations are on the probability that part-time workers will move to full-time schedules and vice-versa.

### 3-124 THE INFLUENCE OF VARIABLE WORK SCHEDULES ON WORKER RESPONSES RELATED TO THEIR JOBS

*THE UNIVERSITY OF CALIFORNIA INSTITUTE OF BUSINESS AND ECONOMIC RESEARCH*
*BERKELEY, CALIF.*

*Dr. Karlene H. Roberts*

*Grant 21-06-78-17*
*Project completed fiscal year 1980*

*Descriptors:* MOONLIGHTING; PART-TIME EMPLOYMENT; ABSENTEEISM; JOB SATISFACTION; WORK SCHEDULES; JOB PERFORMANCE

This grant supported work on an ongoing project that compared responses to jobs by workers who work different numbers of hours per week. A sample of 1,621 full- and part-time United States-based workers and 189 full- and part-time Puerto Rican workers responded to demographic and family life questions and to questions related to the current job on work values, organizational commitment, role conflict and ambiguity, job satisfaction, perceived communication, central life interests, and expectations about staying on or leaving the job. Similar questions were asked about jobs or voluntary activities other than the focal job.

The purpose of this grant was to analyze already collected data and to develop approaches to doing systematic research comparing part- and full-time employees. Among the findings were the following: (1) Regional location has greater impact on job satisfaction and role conflict and ambiguity than does part-time/full-time status and (2) job conflict and ambiguity may be the most theoretically and practically important variables in part-time/full-time comparative research.

*March 1980*

NTIS PB80-173610/AS

*Ongoing project—final report not yet available.

## 4. ECONOMIC AND SOCIAL POLICIES

### 4-001 AN ANALYSIS OF THE ECONOMIC PROGRESS AND IMPACT OF IMMIGRANTS

*THE UNIVERSITY OF ILLINOIS*
*URBANA, ILL.*

*Dr. Barry R. Chiswick*

*Grant 21-06-78-20*
*Project completed fiscal year 1980*

*Descriptors:* IMMIGRATION; ALIENS; EARNINGS; LABOR FORCE PARTICIPATION; WOMEN; MINORITIES

The researcher analyzed the earnings, employment, and labor force participation rates of foreign-born residents and their native-born children. Separate analyses were conducted for men and women and for various ethnic groups, including non-Spanish whites, Mexicans, Cubans, blacks, and Asians. The study examined the effects on a sample population of education, age, place of residence, number of years in the United States, country of origin, and native language.

The researcher also estimated the impact of immigration on the aggregate national income of the United States and on the distribution of this income. The primary data source for the project was the 1970 Census of Population Public Use Sample.

Among the study's findings were the following: After 11 to 15 years in the United States, the earnings of male economic migrants, that is, nonrefugees, equal those of the U.S. native born of the same race/ethnic group and of the same ages and level of schooling. In subsequent years, the immigrants have higher earnings. The findings of the earnings of the women immigrants are generally consistent with those for the men.

The occupational mobility of male immigrants exhibits a U-shaped pattern, that is, occupational status declines when the "last" occupation in country of origin is compared with the "early" occupation in the United States, after which upward occupational mobility is greater for the foreign than the native born.

The native-born sons and daughters of immigrants earn 5 to 10 percent more than the sons and daughters of their native counterparts.

Economic migrants tend to have higher earnings than refugees with the same demographic characteristics and level of schooling, although the difference narrows the longer the immigrants are in the United States. The initial earnings disadvantage of refugees apparently occurs because the refugees were less likely than the economic migrants to have anticipated and planned for migration.

There are clear patterns of race/ethnic group differences among immigrants in the United States. Compared with non-Hispanic white immigrants, some minority groups (for example, Mexicans and Filipinos) have low earnings even when demographic and schooling characteristics are held constant. However, this is not true for some other minorities such as the Japanese.

*June 1980*

NTIS PB80-200454/AS

### 4-002 ANALYZING THE APPREHENSION STATISTICS OF THE IMMIGRATION AND NATURALIZATION SERVICE

*NEW TRANS CENTURY FOUNDATION*
*WASHINGTON, D.C.*

*David S. North*

*Contract 20-11-79-43*
*Project completed fiscal year 1980*

*Descriptors:* ALIENS; IMMIGRATION; STATISTICAL ANALYSIS; LAW ENFORCEMENT

This report is an exploratory study of the apprehension statistics of the Immigration and Naturalization Service (INS).

The objective was to review these statistics on illegal migrants—which are gathered for law enforcement management purposes—to determine if they contained demographic and labor market data useful to policymakers. It was found that the various statistical systems are useful, but that they have more value when employed in conjunction with each other and with other reporting systems. The study also found that all indexes of migration to the United States, legal and illegal, have increased markedly during the 8 years studied, and that the indexes of illegal migration appear to be rising more sharply than those of legal migration. Despite these trends, the amount of resources devoted to enforcement apparently has not kept pace with the increased flow. The study also examined a number of other migration control systems, such as issuances of visas and inspections of arriving aliens.

*November 1979*

NTIS PB80-211873/AS

### 4-003 COOPERATIVE ACTION TO IMPROVE OCCUPATIONAL REGULATION

*EDUCATIONAL TESTING SERVICE*
*PRINCETON, N.J.*

*Dr. Benjamin Shimberg*

*Contract 21-34-76-10*
*Project completed fiscal year 1980*

*Descriptors:* OCCUPATIONAL LICENSING; HANDBOOKS; STATE AND LOCAL GOVERNMENTS; LAWS, LEGISLATION; ADMINISTRATION OF LAWS; INSTRUCTIONAL MATERIALS

This demonstration project developed and disseminated legislative and administrative guides as well as a consumer action handbook to assist State officials and public interest groups in improving regulatory practices in their States. The publications provided model administrative procedures and suggested legislation and case studies of exemplary State reform efforts for use by State policymakers. These statutory and procedural guides have generated some form of legislative/administrative action in more than 25 States. The major direction of these efforts is toward developing ways to reduce the proliferation of occupational licensing requirements and to insure public

*Ongoing project—final report not yet available.

accountability for and confidence in existing regulatory mechanisms.

In the final phase, a report was prepared to explain to consumers, legislators, and public interest groups how the occupational regulatory system works, how licensing affects consumers and what changes are needed to improve State regulatory practices. The impact of licensing on the supply of practitioners is examined in terms of such entry requirements as training, experience, examinations, education, citizenship, and good moral character. Barriers to interstate mobility are also examined.

In assessing the extent to which licensing protects the public, the author discusses the weaknesses of existing enforcement mechanisms and the failure of licensing to assure continued competence of licensees. Various approaches for assuring competence are critiqued including mandatory continuing education. Attention is called to States where efforts have been made to strengthen the enforcement system.

The book examines the role of governmental and nongovernmental advocacy agencies in assuring public involvement in State regulatory actions. Changing the makeup of boards to involve better qualified public members and nonestablishment professional members is suggested as a reform strategy. The author urges creation of a national clearinghouse on occupational regulation information to facilitate and lend support to regulatory reform efforts.

At the conclusion of each chapter the author outlines specific activities that consumer and public interest groups may undertake in order to learn more about licensing in their own State and support reform efforts in their legislatures.

### OCCUPATIONAL LICENSING: QUESTIONS A LEGISLATOR SHOULD ASK

*Dr. Benjamin Shimberg, Educational Testing Service and Doug Roederer, Council of State Governments*
*March 1978*

*Report Descriptors:* OCCUPATIONAL LICENSING; STATE AND LOCAL GOVERNMENTS; QUESTIONNAIRE; LAWS, LEGISLATION

NTIS PB285547/AS
Available from: Council of State Governments, Iron Works Pike, Lexington, Ky. 40578 ($3.50).

### RULEMAKING MANUAL FOR OCCUPATIONAL LICENSING BOARDS

*1978*

*Report Descriptors:* OCCUPATIONAL LICENSING; LAWS, LEGISLATION; INSTRUCTIONAL MATERIALS; REGULATORY BOARD PROCEDURES; STATE AND LOCAL GOVERNMENTS; HANDBOOKS
ETA
Available from: National Association of Attorneys General, 3901 Barrett Drive, Raleigh, N.C. 27609.

### DISCIPLINARY ACTION MANUAL FOR OCCUPATIONAL LICENSING BOARDS

*1978*

*Report Descriptors:* OCCUPATIONAL LICENSING; LAWS, LEGISLATION; INSTRUCTIONAL MATERIALS; REGULATORY BOARD PROCEDURES; STATE AND LOCAL GOVERNMENTS; HANDBOOKS
ETA
GPO
Available from: National Association of Attorneys General, 3901 Barrett Drive, Raleigh, N.C. 27609 ($2.50).

### OCCUPATIONAL LICENSING: A PUBLIC PERSPECTIVE

*Dr. Benjamin Shimberg*
*June 1980*

*Report Descriptors:* OCCUPATIONAL LICENSING; STATE AND LOCAL GOVERNMENTS; LAWS, LEGISLATION; ADMINISTRATION OF LAWS; HANDBOOKS; INSTRUCTIONAL MATERIALS
ETA COPIES LIMITED
Available from: Educational Testing Service, Princeton, N.J. 08541 ($15.00).

### 4-004 DETERMINANTS OF COAL MINE LABOR PRODUCTIVITY CHANGE

*OAK RIDGE ASSOCIATED UNIVERSITIES*
*OAK RIDGE, TENN.*

*Joe G. Baker*

*Contract 20-47-79-07*
*Project completed fiscal year 1980*

*Descriptors:* PRODUCTIVITY; ECONOMIC ANALYSIS AND ECONOMETRICS; MINING; WORK ENVIRONMENT; LABOR DEMAND

This study analyzed the determinants of changes in labor productivity in coal mining, with the objective of weighing the relative importance of different factors associated with the decline in productivity in the industry. The researcher used establishment-level data for 1973-75 obtained from the Department of Energy's Office of Energy Data and Interpretation. These data were supplemented by information from several other sources.

The results of this study indicate that most of the decline in deep mine labor productivity is a result of: (1) The Coal Mine Health and Safety Act of 1969 (CMHSA); (2) work stoppages; (3) the change in demand for coal; and (4) coal prices. The CMHSA accounts for the majority of deep mine labor productivity decline from 1970 to 1973, with its strongest influence occurring in 1973 when the mine inspection work force began to level off and mine inspections reached an all time high of more than 70,000. Evidence suggests that after 1973 deep mine labor productivity decline was less related to the CMHSA. Enforcement of the CMHSA (inspections, penalties, etc.) as well as the actions mines take to comply with the CMHSA provisions have depressed productivity. In addition, the CMHSA has had a greater productivity impact upon continuous mining methods than on other methods (conventional, longwall, etc.).

One conclusion of the study is that a portion of the high labor productivity of the 1960's was possible because some of the costs of coal mining—worker injuries, black lung disability, and environmental damage—were

not being paid for by the coal industry and coal consumers. Once these costs were forced internally on the mine operators by legislation, productivity fell and the cost of production increased.

It was found that part of the productivity decline caused by the CMHSA occurred through enforcement procedures (inspections, penalties, withdrawal orders, etc.) as opposed to compliance. There is also evidence that some provisions of the CMHSA disrupted productivity with little contribution to safety. Research into the provisions of the Act could possibly permit adjustment to reduce some of the productivity impacts with no decline in health and safety benefits.

DETERMINANTS OF COAL MINE LABOR PRODUCTIVITY CHANGE
*November 1979*

**4-005*** THE ECONOMIC IMPACT IN GUAM OF THE U.S. DEPARTMENT OF LABOR'S ADVERSE WAGE REGULATION

*CENTER FOR APPLIED RESEARCH*
*BERKELEY, CALIF.*

*Dr. Curtis C. Aller*

*Contract 20-06-78-41*
*Project still in progress*

*Descriptors:* LABOR FORCE; EARNINGS; LABOR PRODUCTIVITY; LOW-WAGE INDUSTRIES; EMPLOYER ATTITUDES; FRINGE BENEFITS; GUAM

The purpose of this project is to study the effect of a phased-in series of increasing adverse wage rates for imported construction labor in Guam. The project will survey the wages in two occupations not included in the Bureau of Labor Statistics regular area wage surveys of Guam and investigate working arrangements in the construction industry. The researchers will also analyze the indirect effects of the increased adverse wage rates on construction costs; the economy as a whole, including business and consumer expenditures; and Guam's price structure, labor force, and employment opportunities.

**4-006*** ECONOMIC PERFORMANCE OF PARTICIPATORY AND EMPLOYEE OWNED FIRMS

*NEW YORK STATE SCHOOL OF INDUSTRIAL AND LABOR RELATIONS, CORNELL UNIVERSITY*
*ITHACA, N.Y.*

*Dr. William F. Whyte*

*Grant 21-36-80-21*
*Project still in progress*

*Descriptors:* WORKER PARTICIPATION IN MANAGEMENT; PRODUCTIVITY; OWNERSHIP BY WORKERS; EMPLOYEE STOCK OWNERSHIP OPTION PLAN (ESOP); INDUSTRIAL RELATIONS

This study, together with data provided by a National Institute of Mental Health grant, will examine the effect of employee ownership on the industrial relations climate and worker satisfaction. The study will test the assumption that employee ownership improves productivity through changes in worker and organizational behavior; it will attempt to determine if the observed changes in productivity can be attributed to ownership or to increased participation in, or control of, the firm.

The study will obtain economic data on 100 manufacturing firms with varying degrees of ownership and control. The control group will consist of matched traditionally owned firms in the U.S. Department of Commerce Annual Survey of Manufacturers. Economic performance will be measured primarily by value added productivity controlled for type of manufacturing and other variables likely to affect the outcome measures. Questionnaires on attitudes will be administered to representative workers at each employee-owned firm.

**4-007*** EMPLOYMENT GROWTH IN MIDDLE-SIZE CITIES

*CONSERVATION OF HUMAN RESOURCES, COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Eli Ginzberg and Dr. Thomas M. Stanback*

*Grant 21-36-78-33*
*Project still in progress*

*Descriptors:* INDUSTRY PRACTICES; METROPOLITAN AREAS; JOB STRUCTURE; NORTH CAROLINA, CHARLOTTE; OHIO, COLUMBUS; COLORADO, DENVER; TENNESSEE, NASHVILLE; ARIZONA, PHOENIX

This research will assess the extent to which changes in the industrial structure and locations of metropolitan economies are changing the job opportunities of different groups.

The researchers will investigate five SMSA's—Charlotte, Columbus, Ohio, Denver, Nashville, and Phoenix—all of which are growing faster than the national rate. They will examine the reasons for this growth and try to determine its effect on employment characteristics. For purposes of comparison, they will also examine statistics on a number of other medium-sized metropolitan areas.

The contractor will use several data sources to identify patterns associated with job increases and decreases in a metropolitan area. These sources include the social security Work History Sample, *Employment and Earnings*, Bureau of the Census Enterprise Statistics, Census of Manufactures, Dun and Bradstreet tapes, and interviews with public, corporate, and union leaders.

This report is expected to help employment and training planners and administrators understand the causes of trends within middle-sized cities that contribute to economic growth or decline. by doing so, it should assist

***Ongoing project—final report not yet available.**

them in developing appropriate policies to obtain the greatest possible benefit from the funds available for job creation and training programs.

### 4-008* Employment Services to Disabled Veterans

*HUMAN RESOURCES RESEARCH ORGANIZATION ALEXANDRIA, VA.*

*Dr. Thurlow R. Wilson*

*Contract 20-51-80-22*
*Project still in progress*

*Descriptors:* VETERANS; HANDICAPPED; JOB SEARCH; JOB PLACEMENT; LABOR MARKET BEHAVIOR; ENTRY-LEVEL EMPLOYEE PROBLEMS

The objectives of this study are: (1) To determine the current employment needs and problems of disabled Vietnam-era veterans; (2) to find out which factors may be associated with their employment difficulties; (3) to determine the particular employment needs of disabled combat veterans; (4) to assess how well certain national employment efforts are meeting the needs of disabled veterans and to assess the restrictions upon the operation of these programs; and (5) to recommend needed changes in national employment programs serving disabled veterans.

A random sample of 10,000 service-disabled, Vietnam-era veterans will be drawn from the Veterans Administration compensation and pension file, and these veterans will be surveyed by mail to learn of their employment experiences and needs. An analysis will be made of factors related to employment difficulties. In addition, an assessment will be provided of specific employment programs focusing on disabled veterans.

Products of the research will include a technical report of findings and recommendations, an executive summary, and a practical guide. The guide will present the results of the study in a form useful to those administering programs to assist disabled veterans.

### 4-009* Establishment of a Committee on Women's Employment and Social Issues

*NATIONAL ACADEMY OF SCIENCES WASHINGTON, D.C.*

*Dr. Heidi Hartmann*

*Contract 20-11-80-08*
*Project still in progress*

*Descriptors:* EMPLOYMENT; WOMEN; EARNINGS; LABOR FORCE PARTICIPATION; BLACK/WHITE; OCCUPATIONAL MOBILITY

This project involves the establishment by the National Research Council of the National Academy of Sciences of a Committee on Women's Employment and Related Social Issues that would: (1) Review and synthesize research related to women and employment and inform policymakers of useful knowledge in this field; (2) identify emerging areas of needed research; (3) assess the impact on women of Federal policies and programs relating to women and employment; and (4) consider the implications for society as a whole of women's increased participation in the labor market.

Funding is provided for an initial 1-year planning period. During this time, the Committee will organize a major workshop on job segregation, including the role of job training programs and vocational education; assess research on job segregation and develop an agenda of needed research in the area; and commission papers and convene informal seminars. The Committee will also develop detailed proposals for specific activities for the following several years, for example, relating to women in the military, alternative work arrangements, and women and welfare.

### 4-010 The First Scientific Workshop on the Status Of Employment, Unemployment, and Underemployment of the Asian/ Pacific Americans

*RUTGERS UNIVERSITY*
*NEW BRUNSWICK, N.J.*

*Dr. Manoranjan Dutta*

*Grant 21-34-78-42*
*Project completed fiscal year 1980*

*Descriptors:* CONFERENCES; ASIAN/PACIFIC AMERICANS; LABOR MARKET BEHAVIOR; CAREER PATTERNS; UNEMPLOYMENT; UNDEREMPLOYMENT

This project consisted of a workshop that brought together ethnic scholars representing Japanese, Chinese, Filipinos, Koreans, Vietnamese, and Asian Indians to consider the employment problems of these groups in America. Participants identified a variety of factors that could cause or prolong unemployment and underemployment among the Pacific American population: language and culture barriers; lack of adequate job search skills; employer discrimination; lack of work experience, education, and/or training acquired in America; delayed or blocked career advancement; and limited access to financial and managerial resources.

Participants cited underemployment as the most important problem of this minority, which has high levels of education, but low earnings and a disproportionate number of workers in low-skilled jobs.

According to the conference findings, current reporting methods and population statistics on the Asian groups underestimate their size and the seriousness of their employment problems. A search for new data bases was suggested, which would provide more detailed information on the Asian/Pacific American groups, particularly new immigrants, to develop a more accurate employment profile of this minority.

The 18 papers which were delivered at the conference are included in the final report.

*January 1980*

NTIS

### 4-011* GOVERNMENT RECORDS AND ILLEGAL IMMIGRANTS: THEIR PARTICIPATION IN THE LABOR MARKET AND SOCIAL SERVICE PROGRAMS—PHASE I.

*NEW TRANS CENTURY FOUNDATION*
*WASHINGTON, D.C.*

*David S. North*

*Grant 21-11-80-13*
*Project still in progress*

*Descriptors:* LABOR MARKET; WELFARE PROGRAMS; UNEMPLOYMENT INSURANCE; ALIENS

The purpose of this project is to secure firsthand data—primarily from untapped governmental sources—on the role played by, and the impact of undocumented aliens on, U.S. labor markets and U.S. tax-supported programs.

The researcher will seek data on undocumented workers apprehended by the Immigration and Naturalization Service (INS), including the nature of the work they do and wages paid. He will examine the relationships between undocumented migrants and unemployment insurance, social security, and Concentrated Employment and Training Act (CETA) programs. He will also seek data on undocumented aliens' use of schools, hospitals, and welfare systems, and compare findings from government files to the results of surveys of undocumented aliens.

For phase I of the project, the researcher will collect and analyze the Federal and local data that clearly now exist, for example, INS data systems and a variety of Social Security Administration data systems. He will also examine the nature of the decentralized data systems on the participation of undocumented immigrants in the labor market and in social service programs. Should those local data systems appear appropriate for further analysis, he would then conduct phase II, that is the field work of the research.

### 4-012 INCOME INEQUALITY AND EMPLOYMENT

*THE UNIVERSITY OF ALABAMA*
*UNIVERSITY, ALA.*

*Grant 21-01-77-14*
*Project completed fiscal year 1978*

*Dr. Mary Fish*
*May 1978*

*Report Descriptors:* POVERTY; INCOME; FAMILIES; WELFARE RECIPIENTS; EMPLOYMENT AND TRAINING POLICY; STATE-OF-THE-ART PAPERS

NTIS PB282995/AS
ETA R&D MONOGRAPH NO. 66

### 4-013* INSURANCE PROTECTION FOR LABOR UNDER AN INSURANCE POLICY

*SWATHMORE COLLEGE*
*SWATHMORE, PA.*

*Lawrence S. Seidman*

*Grant 21-42-80-16*
*Project still in progress*

*Descriptors:* ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL EMPLOYMENT AND TRAINING POLICY; LABOR DEMAND; LABOR SUPPLY; INFLATION

The objective of this study is to determine whether an incomes policy can affect the development of an employment and anti-inflation policy. An incomes policy attempts to restrain directly the growth rate of labor compensation per hour—by guidelines, controls, or tax incentives—with the aim of reducing upward pressure on prices because of rising labor costs.

The central task will be to determine how specific details of design and impact of the incomes policy plus insurance can contribute to an employment and anti-inflation policy. The method of analysis consists of two parts: (a) An econometric approach to the definition of the real wage increase, or profit/compensation ratio, that would otherwise have been expected in the absence of the incomes policy and (b) an application of economic theory to the problem of optimal insurance, and an empirical analysis of the performance that would have occurred over the previous decade.

### 4-014* JOBS IN ENERGY CONSERVATION AND RENEWABLE ENERGY FIELDS

*COLORADO COALITION FOR FULL EMPLOYMENT*
*DENVER, COLO.*

*Roger Kahn*

*Contract 20-08-80-24*
*Project still in progress*

*Descriptors:* ENERGY; MODELS; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PROGRAM DESIGN; LITERATURE REVIEW; ASSESSMENT AND EVALUATION

The objectives of this study are to assess employment and training needs in conservation and solar energy fields and to develop model programs to train and employ CETA-eligible individuals in these kinds of jobs. Communication will be made with groups in the United States already involved in educational and training programs in energy conservation and solar energy fields and the curriculum materials they are using will be reviewed. Appropriate businesspersons, union representatives, CETA staff, educators, and trainers will also be contacted to aid in the development of tentative CETA models for training those eligible for CETA in energy conservation and solar energy fields. A final report will be provided focusing on a description of CETA models for training CETA-eligible persons in energy conservation and solar energy fields based upon all of the work performed during the project.

*Ongoing project—final report not yet available.

## 4-015* Jobs Offering Earnings Mobility to the Poor

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Dr. Peter Gottschalk*

*Grant 21-55-80-05*
*Project still in progress*

*Descriptors:* OCCUPATIONAL MOBILITY; OCCUPATIONAL STRUCTURE; LABOR DEMAND; POVERTY; EARNINGS

This study seeks to identify those jobs that offer the greatest upward earnings mobility for low-income workers. The research has policy significance in two areas. First, the aggregate number of low earners partially depends on private demand for production and the resulting demand for labor: Have shifts in private demand altered the number of jobs with good mobility prospects? Second, the composition of jobs depends on public policy as well as on private consumption: What policies might increase the number of jobs with good mobility prospects? Previous research has approached the problem of earnings mobility by concentrating on increasing human capital (education and training time) or increasing the total number of jobs. This study, in contrast, focuses on the composition of jobs. The primary data base is the Michigan Study of Income Dynamics.

## 4-016* Labor Markets in Rural New England

*BOSTON UNIVERSITY*
*BOSTON, MASS.*

*Dr. Peter B. Doeringer*

*Grant 21-25-80-19*
*Project still in progress*

*Descriptors:* LABOR MARKET BEHAVIOR; RURAL AREAS; EMPLOYMENT; EARNINGS; DUAL LABOR MARKETS; MAINE

The study will examine the internal labor market operations of establishments in two local labor markets in rural New England. It focuses on determining whether the demand side of rural labor markets is segmented. Specific research questions include: What are the different types of internal labor market structures in rural areas? What work force traits are important to rural employers? How do various education and training institutions contribute to patterns of employment and earnings? How does government employment fit into different labor market sectors? The findings should serve as a guide for improving rural employment and training policy.

The project will emphasize field research based on interviews with local employers, government officials, education and training administrators, union officials, and workers in the local communities.

## 4-017 The Manpower Impact of Government Programs and Policies

*BUREAU OF LABOR STATISTICS*
*WASHINGTON, D.C.*

*Grant 81-11-72-16 (formerly 81-11-71-11)*
*Project completed fiscal year 1979*

### MANPOWER IMPACT OF FEDERAL GOVERNMENT PROGRAMS: SELECTED GRANTS-IN-AID TO STATE AND LOCAL GOVERNMENTS

*Ronald E. Kutscher*
*October 1973*

*Report Descriptors:* GOVERNMENT PROGRAM IMPACT; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; LABOR DEMAND; LABOR SUPPLY; LABOR SUPPLY PROJECTIONS; STATE AND LOCAL GOVERNMENTS
GPO BLS REPORT 424
Available from BLS Regional Offices.

### EXPENDITURES AND MANPOWER REQUIREMENTS FOR SELECTED FEDERAL PROGRAMS

*1975*

NTIS PB258662/AS
GPO NO. 029-001-01386-8
Available from BLS Regional Offices.

### FACTBOOK FOR ESTIMATING THE MANPOWER NEEDS OF FEDERAL PROGRAMS

*1975*

NTIS PB260847/AS
GPO NO. 029-001-01386-8
Available from BLS Regional Offices.

## 4-018* Manpower Research and the Formation of Manpower Policy

*NATIONAL COUNCIL ON EMPLOYMENT POLICY*
*WASHINGTON, D.C.*

*Dr. Sar A. Levitan*

*Contract 81-11-71-09 (formerly 81-09-66-31)*
*Project still in progress*

*Descriptors:* NATIONAL EMPLOYMENT AND TRAINING POLICY; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; EFFECTIVENESS OF PROGRAM; PLANNING, RESEARCH, AND DEVELOPMENT

The National Council on Employment Policy (formerly the National Manpower Policy Task Force) works closely with government and the research community in reviewing current employment and training developments and assessing them in relation to the need for new policies, programs, and research.

The Council, a group of independent manpower experts, meets four times a year. It prepares policy statements on specific issues, funds research monographs, organizes program and project evaluations, administers an

annual conference for recipients of dissertation grants, and reviews the completed dissertations.

In periodic seminars, the Council brings together researchers and policymakers to discuss topics of current interest. Recent seminars have considered such issues as welfare reform, planning in decentralized, decategorized employment and training systems, the role of the employment service, the role of the schools in job-related programs for youth, and youth in private sector jobs. In September 1978, the Council sponsored a conference for Department of Labor doctoral dissertation grant recipients that focused on uses of academic research in public policymaking. In December 1978, the Council cohosted with the Department of Labor an international conference on program evaluation methods. In March and June 1979, the Council presented seminars focusing on issues of education and work for young adults.

### THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT: OPPORTUNITIES AND CHALLENGES

*April 1974*

*Report Descriptors:* EMPLOYMENT AND TRAINING LEGISLATION; NATIONAL COUNCIL ON EMPLOYMENT POLICY; EFFECTIVENESS OF PROGRAMS; NATIONAL EMPLOYMENT AND TRAINING POLICY; UNEMPLOYMENT; DISADVANTAGED

The first four reports are available from National Council on Employment Policy, 2000 K St., N.W., Room 459, Washington, D.C. 20006.

### ADAPTING LABOR MARKET STATISTICS TO POLICY NEEDS

*January 1974*

*Report Descriptors:* LABOR FORCE PARTICIPATION; INCOME; NATIONAL COUNCIL ON EMPLOYMENT POLICY; INFORMATION SYSTEMS; NATIONAL PROGRAMS

Available from National Council on Employment Policy.

### FINAL REPORT: CONFERENCE ON PUERTO RICAN MIGRATION AND MIGRANTS

*June 1973*

*Report Descriptors:* CONFERENCES; PUERTO RICANS; MIGRANTS; MIGRATION

Available from National Council on Employment Policy.

### REPORT ON THE 1973 NEW MANPOWER RESEARCHERS CONFERENCE

*Dr. Robert Taggart III*
*September 1973*

*Report Descriptors:* CONFERENCES; PLANNING, RESEARCH, AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS

Available from National Council on Employment Policy.

### EMERGENCY EMPLOYMENT ACT: THE PEP GENERATION

*Dr. Sar A. Levitan and Dr. Robert Taggart III, Editors*
*1974*

*Report Descriptors:* PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971); EFFECTIVENESS OF PROGRAMS; NATIONAL COUNCIL ON EMPLOYMENT POLICY; STATE AND LOCAL GOVERNMENTS; INDIANS

Available from Olympus Publishing Company, 937 East Ninth, South, Salt Lake City, Utah 84105.

### RURAL WORKERS IN RURAL LABOR MARKETS

*Dr. F. Ray Marshall*
*1974*

*Report Descriptors:* RURAL AREAS; EMPLOYMENT PATTERNS; FARMWORKERS; LABOR MARKET BEHAVIOR

Available from Olympus Publishing Co., 937 East Ninth, South, Salt Lake City, Utah 84105.

### EMPLOYMENT AND EARNINGS INADEQUACY: A NEW SOCIAL INDICATOR

*Dr. Sar A. Levitan and Dr. Robert Taggart III*
*August 1974*

*Report Descriptors:* DATA SOURCES AND USE; LABOR MARKET INFORMATION; NATIONAL COUNCIL ON EMPLOYMENT POLICY; EMPLOYMENT POLICY; SOCIAL INDICATORS

Policy Studies in Employment and Welfare No. 19, The Johns Hopkins University Press, Baltimore, Md. 21218.

### MANPOWER PLANNING FOR LOCAL LABOR MARKETS

*Dr. Garth L. Mangum and David Snedeker*
*1975*

*Report Descriptors:* COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; LABOR MARKET INFORMATION

Available from Olympus Publishing Company, 937 East Ninth, South, Salt Lake City, Utah 84105.

### SEX, AGE, AND WORK

*Dr. Juanita Kreps and Robert Clark*
*1975*

*Report Descriptors:* LABOR FORCE BEHAVIOR; LABOR FORCE PARTICIPATION; SECOND CAREERS; LABOR SUPPLY; WOMEN; AGE DIFFERENCES

Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

### LABOR ISSUES OF AMERICAN INTERNATIONAL TRADE AND INVESTMENT

*Dr. Daniel Mitchell*
*1975*

*Report Descriptors:* TRADE EXPANSION ACT; EMPLOYMENT TERMINATION; RETRAINING; FOREIGN TRADE AND INVESTMENTS

Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

### TOWARD A COMPREHENSIVE HUMAN RESOURCES POLICY

*Frederick H. Harbison*
*June 1976*

*Report Descriptors:* ECONOMIC POLICY; NATIONAL EMPLOYMENT AND TRAINING POLICY; HUMAN RESOURCE DEVELOPMENT POLICY

This report and the following five are available from National Council on Employment Policy, 2000 K. St., N.W., Room 454, Washington, D.C. 20006.

### HOW MUCH UNEMPLOYMENT DO WE NEED?

*February 1976*

*Ongoing project—final report not yet available.

*Report Descriptors:* NATIONAL EMPLOYMENT AND TRAINING POLICY; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT/INFLATION TRADEOFF; ECONOMIC POLICY
Available from National Council on Employment Policy.

### THE BEST WAY TO REDUCE UNEMPLOYMENT IS TO CREATE MORE JOBS
*July 1975*

*Report Descriptors:* EMPLOYMENT AND TRAINING LEGISLATION; NATIONAL EMPLOYMENT AND TRAINING POLICY; FISCAL POLICY; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT/INFLATION TRADEOFF
Available from National Council on Employment Policy.

### ILLEGAL ALIENS: AN ASSESSMENT OF THE ISSUES
*October 1976*

*Report Descriptors:* NATIONAL EMPLOYMENT AND TRAINING POLICY; IMMIGRANTS; NATIONAL COUNCIL ON EMPLOYMENT POLICY; CONFERENCES; ALIENS
Available from The National Council on Employment Policy.

### THE IMPACT OF EMPLOYMENT AND TRAINING PROGRAMS
*November 1976*

*Report Descriptors:* NATIONAL EMPLOYMENT AND TRAINING POLICY; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; COST EFFECTIVENESS; EMPLOYMENT; LABOR MARKET INFORMATION; NATIONAL COUNCIL ON EMPLOYMENT POLICY
Available from The National Council on Employment Policy.

### REVIVING THE RECOVERY BY DIRECT JOB CREATION
*December 1976*

*Report Descriptors:* NATIONAL EMPLOYMENT AND TRAINING POLICY; JOB CREATION; PUBLIC EMPLOYMENT PROGRAMS; TAXES; TRAINING EFFECTIVENESS AND IMPACT ASSESSMENT
Available from The National Council on Employment Policy.

### THE CHICANO WORKER
*Vernon Briggs, Walter Fogel, and Frederick Schmidt*
*April 1977*

*Report Descriptors:* MEXICAN AMERICANS; DISCRIMINATION; EMPLOYMENT OPPORTUNITIES; LOW-WAGE JOBS; POVERTY; PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY; NATIONAL COUNCIL ON EMPLOYMENT POLICY; SOUTHWESTERN STATES
Available from University of Texas Press, P.O. Box 7819, Austin, Texas 78712.

### JOBLESS PAY AND THE ECONOMY
*Daniel S. Hamermesh*
*1977*

*Report Descriptors:* UNEMPLOYMENT INSURANCE; EMPLOYER PLANNING; EMPLOYMENT TERMINATION; INCOME MAINTENANCE; TAXES; NATIONAL COUNCIL ON EMPLOYMENT POLICY
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

### JOBS FOR THE DISABLED
*Dr. Sar A. Levitan and Robert Taggert, III*
*1977*

*Report Descriptors:* SHELTERED WORKSHOPS; VOCATIONAL REHABILITATION; HANDICAPPED; VETERANS; NATIONAL COUNCIL ON EMPLOYMENT POLICY
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

### JOB DEVELOPMENT AND PLACEMENT: CETA PROGRAM MODELS
*Miriam Johnson and Marged Sugarman*
*April 1978*

*Report Descriptors:* CETA PROGRAMS; JOB DEVELOPMENT; JOB PLACEMENT; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; QUALITY OF EMPLOYMENT; HANDBOOKS
ETA

### PUBLIC SERVICE EMPLOYMENT: CETA PROGRAM MODELS
*Ray E. Corpuz, Jr.*
*1978*

*Report Descriptors:* CETA PROGRAMS; PUBLIC SERVICE EMPLOYMENT; CETA SERVICES AND PLANNING; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; HANDBOOKS
ETA

### WORK EXPERIENCE PERSPECTIVES: CETA PROGRAM MODELS
*Marion Pines and James Morlock*
*1978*

*Report Descriptors:* CETA PROGRAMS; WORK-EXPERIENCE PROGRAMS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; CETA SERVICES AND PLANNING; HANDBOOKS
ETA

### SUPPORTIVE SERVICES: CETA PROGRAM MODELS
*Susan Turner and Carolyn Conradus*
*August 1978*

*Report Descriptors:* CETA PROGRAMS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; CETA SERVICES AND PLANNING; HANDBOOKS
ETA

### INTAKE AND ASSESSMENT: CETA PROGRAM MODELS
*A. Lee Bruno*
*September 1978*

*Report Descriptors:* CETA PROGRAMS; ASSESSMENT OF APPLICANTS AND TRAINEES; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; CETA SERVICES AND PLANNING
ETA

### ON-THE-JOB TRAINING: CETA PROGRAM MODELS

*James Bromley and Larry Wardle*
*February 1978*

*Report Descriptors:* CETA PROGRAMS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; ON-THE-JOB TRAINING (OJT); JOB DEVELOPMENT; HANDBOOKS
ETA

### CLASSROOM TRAINING—THE OIC APPROACH: CETA PROGRAM MODELS

*Calvin Pressley and James McGraw*
*1978*

*Report Descriptors:* CETA PROGRAMS; OPPORTUNITIES INDUSTRIALIZATION CENTERS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; HANDBOOKS
ETA

### THE LOCAL FOCUS ON YOUTH

*March 1979*

*Report Descriptors:* YOUTH; EMPLOYMENT; PRIME SPONSORS (CETA); TRAINING

NTIS PB294748/AS

### THE UNFOLDING YOUTH INITIATIVES

*August 1978*

NTIS PB289402/AS

### INITIAL YOUTH EMPLOYMENT AND DEMONSTRATION PROJECTS ACT (YEDPA); EXPERIENCE AT THE LOCAL LEVEL

*February 1978*

NTIS PB280106/AS

### CAN WE AFFORD EARLY RETIREMENT?

*Frank Kleiler*
*1978*

*Report Descriptors:* RETIREMENT; PENSIONS; SOCIAL SECURITY
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

### BIRDS OF PASSAGE AND PROMISED LANDS: LONG DISTANCE MIGRANTS AND INDUSTRIALIZED SOCIETIES

*Dr. Michael Piore*
*1979*

*Report Descriptors:* IMMIGRANTS; SECONDARY LABOR FORCE
Available from Massachusetts Institute of Technology Press, Boston, Mass.

### EXPANDING EMPLOYMENT OPPORTUNITIES FOR THE HANDICAPPED

*July 1977*

*Report Descriptors:* HANDICAPPED; VOCATIONAL REHABILITATION
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006.

### THE CASE FOR CETA REAUTHORIZATION: CONTINUED DECENTRALIZATION AND DECATEGORIZATION

*January 1978*

*Report Descriptors:* NATIONAL EMPLOYMENT AND TRAINING POLICY; TRAINING; PUBLIC SERVICE EMPLOYMENT; PRIVATE INDUSTRY; COMMUNITY-BASED ORGANIZATIONS (CBO'S)
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006.

### JOB CREATION: WHAT WORKS?

*Robert Taggart, III*
*1979*

*Report Descriptors:* PUBLIC SERVICE EMPLOYMENT; UNEMPLOYMENT; TAXES; INCOME MAINTENANCE; WAGE SUBSIDIES
Available from Olympus Publishing Co., 937 E. Ninth St., South, Salt Lake City, Utah.

### WAGNER-PEYSER: TIME FOR A CHANGE?

*June 1979*

*Report Descriptors:* PUBLIC EMPLOYMENT SERVICE; LABOR MARKET INFORMATION; JOB MATCHING
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006.

### EVALUATING FEDERAL SOCIAL PROGRAMS

*Dr. Sar A. Levitan and Dr. Gregory Wurzburg*
*1979*

*Report Descriptors:* ASSESSMENT AND EVALUATION; SOCIAL POLICIES; ECONOMIC POLICY
Available from W.E. Upjohn Institute, Kalamazoo, Mich.

### OVERVIEW TO THE LOCAL FOCUS ON YOUTH

*Dr. Gregory Wurzburg*
*1979*

*Report Descriptors:* YOUTH; EMPLOYMENT; PRIME SPONSORS (CETA)
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006.

### INVOLVING SCHOOLS IN EMPLOYMENT AND TRAINING PROGRAMS FOR YOUTH

*Dr. Joseph Colmen and Dr. Gregory Wurzburg*
*1979*

*Report Descriptors:* COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); VOCATIONAL EDUCATION; YOUTH EMPLOYMENT AND DEMONSTRATION ACT (YEDPA)
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006.

### JOB MARKET FUTURITY

*Dr. Garth Mangum, Dr. James Morlock, Dr. Marion Pines, and Dr. David Snedeker*
*1979*

*Ongoing project—final report not yet available.

*Report Descriptors:* LABOR MARKET; OCCUPATIONAL PROJECTIONS; LABOR MARKET INFORMATION; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PUBLIC EMPLOYMENT SERVICE
Available from Olympus Publishing Co., 937 E. Ninth St., South, Salt Lake City, Utah.

### CETA: DECENTRALIZATION ON TRIAL

*Bonnie B. Snedeker and David Snedeker*
*1978*

*Report Descriptors:* CETA SERVICES AND PLANNING; PUBLIC SERVICE EMPLOYMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PUBLIC EMPLOYMENT SERVICE
Available from Olympus Publishing Co., 937 E. Ninth St., South, Salt Lake City, Utah.

### ENERGY AND EMPLOYMENT

*Dr. Willis Nordlund and Dr. Thayne Robson*
*1978*

*Report Descriptors:* ENERGY; EMPLOYMENT; ECONOMIC POLICY; PRODUCTION
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006.

### IMPROVING JOB OPPORTUNITIES FOR YOUTH

*Dr. Gregory Wurzburg*
*1978*

*Report Descriptors:* COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); CETA SERVICES AND PLANNING; EDUCATION; TRAINING; YOUTH; PRIME SPONSORS (CETA); YOUTH EMPLOYMENT AND DEMONSTRATION ACT (YEDPA)
Available from National Council on Employment Policy, 2000 K St. N.W., Rm. 454, Washington, D.C. 20006.

### YOUTH AND THE LOCAL EMPLOYMENT AGENDA (AN ANALYSIS OF PRIME SPONSOR EXPERIENCE IMPLEMENTING THE YOUTH EMPLOYMENT AND DEMONSTRATION PROJECTS ACT)

*January 1980*

*Report Descriptors:* YOUTH; EMPLOYMENT; PRIME SPONSORS (CETA); TRAINING; CETA IMPLEMENTATION

NTIS PB80-150659/AL

### AN EMPLOYMENT AND EDUCATION AGENDA FOR YOUTH IN THE 1980'S

*April 1980*

*Report Descriptors:* YOUTH; EMPLOYMENT; EDUCATION; CETA-LEA LINKAGES
Available from: National Council on Employment Policy, 2000 K Street, N.W., Suite 454, Washington, D.C. 20006.

### THE WAGE BARGAIN AND THE LABOR MARKET

*Harry Doughty*
*1980*

*Report Descriptors:* WAGES; LABOR FORCE BEHAVIOR; EMPLOYMENT; UNEMPLOYMENT
Available from: The Johns Hopkins University Press, Baltimore, Md. 21218.

### 4-019 MAQUILADORAS AND MIGRATION: WORKERS IN THE MEXICAN-UNITED STATES BORDER INDUSTRIALIZATION PROGRAM

*THE UNIVERSITY OF ARIZONA*
*TUCSON, ARIZ.*

*Dr. Edward J. Williams and Dr. Mitchell A. Seligson*

*Grant 21-04-78-29*
*Project completed fiscal year 1980*

*Descriptors:* IMMIGRATION; ALIENS; UNEMPLOYMENT; RIO GRANDE VALLEY; MANUFACTURING; LABOR DEMAND

This study examined the impact of the Border Industrialization Program (BIP) on illegal immigration to the United States. It investigated such hypotheses as: (1) The BIP has led to a burgeoning population and increased unemployment in Mexican border cities, thereby increasing the potential for illegal entry to the United States and (2) employment in the BIP plants gives the workers opportunities for socialization, temporary livelihood, and contact with alien smuggling rings that may encourage them to attempt illegal immigration. The researchers also investigated the potential of BIP operations located in the interior of Mexico for diverting persons considering illegal immigration from the border regions.

The primary source of data consisted of interviews with 839 employees in BIP plants. Questions dealt with, for example, migration, workers' demographic characteristics, and attitudes of workers toward accepting work in nonborder BIP operations.

Among the study's findings are these: (1) About 72 percent of the BIP workers are women; more than four-fifths of the BIP workers are younger than 30 years of age; and the BIP work force is comparatively well educated (a mean of 7.3 years of schooling). (2) Relatively few of the workers in the BIP plants were drawn to the border in search of work in the BIP industry. Most migrants relocated for family-related reasons. However, a larger number of recent migrants were more likely to migrate for economic reasons and the possibility of securing BIP employment. (3) The interstate migrants among BIP workers are not significantly different from their border-born counterparts in migratory experience to the United States or in their ambition to pursue future migration to the United States. Thus, there does not seem to be a two-stage migratory process from the interior of Mexico to employment in BIP border plants and then entry into the United States. (4) Relatively few of the BIP workers have strong propensities to migrate to the United States.

The researchers' major policy recommendation is for the U.S. and Mexican policymakers to facilitate expansion of BIP plants in the interior to relieve pressure from the border region.

*June 1980*

*Report Descriptors:* MIGRATION; IMMIGRATION; EARNINGS; EDUCATION; ATTITUDES; BORDER INDUSTRIALIZATION PROGRAM (BIP); MEXICO

NTIS PB80-198674/AS

## 4-020* Mobilizing Community Resources to Cope with Plant Shutdowns: A Demonstration Project

*UTAH STATE UNIVERSITY*
*LOGAN, UTAH*

*Dr. Gary B. Hansen*

*Grant 21-49-79-11*
*Project still in progress*

*Descriptors:* LABOR DEMAND; UNEMPLOYMENT; JOB OPPORTUNITIES; LABOR MARKET INFORMATION; LAYOFFS; LABOR NEEDS

This demonstration project will assist workers and others in four communities affected by the shutdown of U&I, Inc., a major U.S. sugar company. A major objective is to develop a systematic approach that communities can use to mobilize their resources to deal effectively with the consequences of plant shutdowns. The project will set up community action teams in the affected communities and provide technical assistance to the teams and the communities. Project staff will also: (1) Prepare guidelines for use by other communities that want to organize community action teams to deal with plant closures; (2) develop model training and education programs on worker displacement and job loss through plant closures, which could be made available to interested companies, unions, and public employees, such as the staffs of CETA programs and the employment service; and (3) carry out research to document and assess the project efforts.

The demonstration sites are communities in Utah, Idaho, and two areas of Washington State affected by the shutdown of the U&I refineries. The impact of the community action teams formed by the project will be assessed in surveys of workers, company and union officials, elected officials, public agency personnel, and community leaders.

## 4-021 Nonimmigrant Workers in the United States: Current Trends and Future Implications

*NEW TRANS CENTURY FOUNDATION*
*WASHINGTON, D.C.*

*David S. North*

*Contract 20-11-76-08*
*Project completed fiscal year 1980*

*Descriptors:* IMMIGRATION; ALIENS; STUDENTS; SEASONAL EMPLOYMENT; TEMPORARY EMPLOYMENT; IMMIGRANTS

Nonimmigrant workers in the United States were the subject of this study. These are persons legally admitted to the United States for a temporary period, whose labor market rights are more extensive than those of undocumented workers but less extensive than those of permanent resident aliens. Specifically, the research examined (a) foreign students; (b) temporary workers of distinguished merit and ability; (c) other temporary workers, for example, sugarcane cutters in Florida; (d) exchange visitors; and (e) intracompany transfers (that is, employees of multinational corporations). The laws and regulations having to do with the admission of these groups were studied, as well as published and unpublished statistical data and persons knowledgeable on the subject were interviewed. The Immigration and Naturalization Service provided the names and addresses of a random sample of the workers in nine States of concentration; some 180 members of each group were interviewed.

It was found that the labor market role and impact of specific subsets of nonimmigrant workers vary widely and are strongly influenced by the specific conditions under which the workers entered the Nation. The impacts of the nonimmigrants on specific labor markets fell into three categories:

(1) The blandest impact is that of nonimmigrants who come to the United States for reasons other than employment, that is, all students and most exchange visitors; generally they come and go in the labor market with the freedom of immigrant workers. Their impact is about the same as that of the addition of a similar number of U.S. workers of similar qualifications in the same labor market.

(2) The impact is mixed of nonimmigrants admitted individually as workers, for example, some temporary workers, some exchange visitors, and intracompany transferees. In some instances, they fill genuine vacancies in the work place; in others, they may be displacing resident workers or reducing training opportunities for such workers.

(3) The impact on nonimmigrants admitted as workers in groups—for example, rural temporary workers—seems clear: Labor intensive work patterns (such as the hand-cutting of sugarcane in Florida) are preserved; wages do not rise as they might otherwise; and traditional employer-employee relationships are guaranteed.

*May 1980*

NTIS PB80-188626/AS

## 4-022 The Potential of Wage Subsidies

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Dr. John H. Bishop, Institute for Research on Poverty*

*Grant 51-55-73-04*
*Project completed fiscal year 1980*

*Descriptors:* WAGE SUBSIDIES; WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN; LABOR DEMAND; DUAL LABOR MARKETS; LOW INCOME

The overall objective of the study was to increase our understanding of the probable effects of wage subsidies as an alternative form of income supplementation for AFDC recipients. Although such subsidies may be effective in stimulating work effort on the part of beneficiaries, it was first necessary that we be aware of the possible pervasive effects subsidies could have on a variety of economic variables, including the functioning of the low-wage labor market, wage rates, labor demand, income distribution, and the substitution of low-skilled labor for either capital or higher skilled labor.

*Ongoing project—final report not yet available.

Three complementary approaches were used to determine the probable effects of wage subsidies: (1) Provide a model of low-wage labor markets and an evaluation of the wage rate and employment effects of wage subsidy policy based on that model; (2) estimate the impact of wage subsidies on the income distribution and the employment/unemployment experience of low-wage workers; and (3) determine the extent to which low-wage workers will be substituted for capital or higher skilled workers because of wage subsidies. The study also compared the impact of wage subsidies and welfare programs on the stability of marriages and examined the administrative issues involved in designing a wage subsidy program. Major data sources for this work were published BLS time series and special tabulations from the U.S. Bureau of the Census.
*August 1980*

NTIS PB80-216948/AS

### 4-023* PRIVATE INVESTMENT, PUBLIC POLICY AND THE DECLINE OF OLDER REGIONS: AN ANALYSIS OF THE NEW ENGLAND ECONOMY

*JOINT CENTER FOR URBAN STUDIES, HARVARD UNIVERSITY AND MASSACHUSETTS INSTITUTE OF TECHNOLOGY*
*CAMBRIDGE, MASS.*

*Dr. Bennett Harrison*

*Contract 20-11-78-20*
*Project still in progress*

*Descriptors:* WAGES; MOBILITY; MIGRATION; BUSINESS CYCLE; ECONOMIC GROWTH; NEW ENGLAND

This study will examine the causes of economic decline in the New England region and its consequences for employment, local governments, and firms that remain there. The researchers will study the economic history of New England and compare it with experiences of the sun belt areas stretching from Georgia to southern California. This comparison is expected to provide prospective on the New England experience and assist the researchers in evaluating what they discover about the area.

### 4-024* PRODUCTIVITY EFFECTS OF WORKER PARTICIPATION IN DECISIONMAKING AND PROFITS: STATISTICAL ESTIMATION FROM THE EXAMPLE OF WORKER-OWNED FIRMS IN PLYWOOD MANUFACTURING

*THE UNIVERSITY OF IDAHO*
*MOSCOW, IDAHO*

*Dr. Katrina V. Berman*

*Contract 21-16-80-28*
*Project still in progress*

*Descriptors:* WORKER PARTICIPATION IN MANAGEMENT; PRODUCTIVITY; OWNERSHIP BY WORKERS; COOPERATIVES

This study will examine the impact of employee ownership on productivity in the plywood industry. It will seek to understand better the advantages and disadvantages of employee ownership in increasing productivity and in dealing with economic issues. Fifteen plywood cooperatives will be compared to similar traditionally owned firms on measures of value-added productivity.

### 4-025* PROJECT J.E.T. (JOBS THROUGH ENVIRONMENTAL TECHNOLOGY)

*OAKLAND CITIZENS' COMMITTEE FOR URBAN RENEWAL*
*OAKLAND, CALIF.*

*Maxine Griffith*

*Grant 21-06-79-09*
*Project still in progress*

*Descriptors:* EMPLOYMENT; TRAINING; ECONOMIC DEVELOPMENT; CALIFORNIA

This project is developing a plan for a coordinated economic development and environmental improvement program in Oakland, Calif. Suggestions will include a number for implementing a "jobs through environmental technology" program for better neighborhood energy conservation and housing improvement. Economic and business development in the plan would aim at creating such neighborhood improvement businesses as housing rehabilitation, energy conservation, sanitation maintenance, and beautification and would identify spinoff opportunities for small businesses. Techniques for the different phases of housing rehabilitation will be explained. The plan will endorse the creation of neighborhood resource management centers to provide continuous technical assistance as well as other information resources to residents in their meeting housing and energy conservation needs.

### 4-026* PUBLIC SERVICE EMPLOYMENT—A CASE STUDY OF SELECTED RURAL AREAS IN THE SOUTH

*NEW YORK STATE SCHOOL OF INDUSTRIAL RELATIONS, CORNELL UNIVERSITY*
*ITHACA, N.Y.*

*Dr. Vernon M. Briggs, Jr.*

*Grant 21-36-78-37*
*Project still in progress*

*Descriptors:* RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT; OLDER WORKERS; DEPRESSED AREAS; SOUTHERN STATES

The purpose of this project is to examine the administration, organization, and effectiveness of public service employment (PSE) programs in selected labor market

areas of the rural South. It will also determine to what extent political, social, and economic structures in rural areas may encourage or inhibit the operation of PSE programs.

Data will be gathered from balance-of-State prime sponsors in eight Southern counties. Four rural counties in Mississippi and Georgia have been selected for intensive personal interviews with public officials and administrators of public agencies that may utilize PSE participants. In addition, selected household data already collected for an earlier study will be recompiled to construct a profile of the economic and personal characteristics of potential PSE participants.

### 4-027* PUSH FACTORS IN MEXICAN MIGRATION TO THE UNITED STATES

*THE UNIVERSITY OF TEXAS*
*AUSTIN, TEX.*

*Dr. Robert Malina*

*Contract 20-11-79-10*
*Project still in progress*

*Descriptors:* IMMIGRATION; ALIENS; RURAL AREAS; EMPLOYMENT PATTERNS; MEXICO

The purpose of this project is to provide much better information than is currently available on the determinants of migration from Mexico to the United States. The researchers are: (1) Examining agricultural conditions and employment opportunities in different regions of Mexico to assess undocumented migration as an employment alternative for rural Mexicans; (2) considering the relationship between a broad range of socioeconomic conditions in 10 urban areas of Mexico and the propensity of households to send members to the United States; and (3) analyzing the estimated disparities in socioeconomic opportunities available to migrants with various skills and occupations. The project is being funded jointly with the U.S. Department of State.

### 4-028 A REVIEW AND ANALYSIS OF ECONOMETRIC MODELS OF THE U.S. ECONOMY WITH PARTICULAR REFERENCE TO THE IMPACT OF ENERGY POLICIES ON LABOR DEMAND AND EMPLOYMENT

*ARLINGTON, VA.*

*Contract 20-51-77-43*
*Project completed fiscal year 1978*

A REVIEW OF ENERGY MODELS WITH PARTICULAR REFERENCE TO EMPLOYMENT AND MANPOWER ANALYSIS

*Dr. Dale M. Heien and Dr. Albert J. Eckstein*
*March 1978*

*Report Descriptors:* ENERGY; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT PATTERNS

NTIS PB279447/AS

### 4-029 SOCIO-ECONOMIC POLICIES AND PROGRAMS FOR THE ELDERLY

*AMERICAN INSTITUTES FOR RESEARCH*
*WASHINGTON, D.C.*

*Contract 20-11-79-11*
*Project completed fiscal year 1979*
*May 1979*

*Report Descriptors:* LABOR FORCE BEHAVIOR; NATIONAL EMPLOYMENT AND TRAINING POLICY; NATIONAL PROGRAMS; OLDER WORKERS; PENSIONS; RETIREMENT

NTIS PB298570/AS

### 4-030 STATIC AND DYNAMIC LABOR SUPPLY FUNCTIONS

*WASHINGTON UNIVERSITY*
*ST. LOUIS, MO.*

*Grant 21-29-73-49*
*Project completed fiscal year 1978*

*Dr. Edward D. Kalachek and Dr. Frederick Raines*
*June 1978*

*Report Descriptors:* LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL LONGITUDINAL SURVEYS; ECONOMIC POLICY

NTIS PB293262/AS

### 4-031* TOWARDS A RESEARCH STRATEGY ON THE SEASONAL AGRICULTURAL LABOR PROBLEM IN THE UNITED STATES

*UNIVERSITY OF FLORIDA*
*GAINESVILLE, FLA.*

*Dr. Robert Emerson*

*Grant 21-12-79-12*
*Project still in progress*

*Descriptors:* FARMWORKERS; SEASONAL EMPLOYMENT; LABOR MARKET; HUMAN RESOURCE DEVELOPMENT POLICY; RESEARCH STRATEGY

This project will consist of a series of scholarly papers by noted agricultural labor economists, who will review and analyze developments in the U.S. seasonal agricultural labor market.

Special subjects of the papers will include the future role of migratory labor, shifting farm technology and seasonality, industrialization of agriculture and changes in occupational structure, farm product markets and seasonal labor demand, off-farm work of seasonal workers, and aliens in the agricultural labor market. Other topics will be development of a mathematical model of the labor market, income maintenance, farmworker employment programs and human resources issues in seasonal farm labor, alternative (rationalized) labor market forms, agricultural labor relations and the impact of labor law on farm markets, and U.S. farm policy in relation to farmworker policy.

*Ongoing project—final report not yet available.

At a conference held in January, 1980, draft papers were presented and critiqued by scholars, practitioners, policymakers, and others. In individual papers and in the conference summary paper, authors addressed probable directions of the farm labor market, gaps in knowledge and existing data sources, policy problems likely to be encountered in coming years, and suggested research to fill potential voids of knowledge.

### 4-032 UNEMPLOYMENT, GOVERNMENT AND THE AMERICAN PEOPLE

*PUBLIC RESEARCH, INC.*
*WASHINGTON, D.C.*

*Contract 20-11-78-25*
*Project completed fiscal year 1978*

*Albert H. Cantril and Susan D. Cantril*
*September 1978*

*Report Descriptors:* CETA PROGRAMS; PUBLIC SERVICE EMPLOYMENT; WELFARE PROGRAMS

NTIS PB285205/AS

### 4-033* U.S. IMMIGRATION POLICIES AND PATTERNS: FOREIGN POLICY ASPECTS

*THE BROOKINGS INSTITUTION*
*WASHINGTON, D.C.*

*Dr. Milton Morris*

*Grant 21-11-78-26*
*Project still in progress*

*Descriptors:* IMMIGRATION; FOREIGN TRADE AND INVESTMENTS; ALIENS; RURAL AREAS; EMPLOYMENT PATTERNS; LABOR SUPPLY

This project is a study of the foreign policy aspects of U.S. immigration policies and practices. The researchers are: (1) Reviewing the major international migration patterns and their implications for source and host countries; (2) focusing on the principal sources of illegal immigration to the United States, examining the factors contributing to the flow, its implications for the sending countries, and the steps that might be taken to reduce the flow; and (3) assessing the domestic feasibility of the strategies identified for dealing with the problem. These strategies include modifying current immigration law to give neighboring countries increased immigration opportunities and initiating or expanding economic assistance programs to the principal source countries with special emphasis on developing employment opportunities in rural areas. Other steps are improving access to the commodity markets of the United States and other developed countries and encouraging more extensive population planning.

### 4-034* WEST VIRGINIA TRAVEL AND TOURISM INDUSTRY DEMONSTRATION PROJECT

*UNITED STATES TRAVEL SERVICE*
*WASHINGTON, D.C.*
*AND*
*WEST VIRGINIA UNIVERSITY*
*MORGANTOWN, W.VA.*

*Dr. James M. Rovelstad, Marie Gillespie, and Pat Goecke*

*Contract 20-11-78-24*
*Project still in progress*

*Descriptors:* JOB CREATION; LABOR DEMAND; LOW-LEVEL OCCUPATIONS; CHRONICALLY UNEMPLOYED; MINORITIES; DISADVANTAGED; ECONOMIC DEVELOPMENT

The Department of Labor is participating, under an interagency agreement with the Department of Commerce, in a study of the impact of increased tourism on chronic unemployment in West Virginia. The DOL participation in the project seeks to evaluate development of the travel industry as a potential remedy for chronic unemployment and underemployment, especially for youth, women, and racial minorities in rural areas. Objectives are to: (1) Determine the location, size, characteristics, and employability of the target population, as well as the locations and numbers of existing or potential jobs; (2) outline, test, and evaluate a communication mechanism to bring these two components together; (3) measure the change in target segment employment; and (4) identify training programs and other aids.

A final report in two volumes is in process: Volume I presents findings of a survey of labor supply and demand in the West Virginia travel and tourism industry, and Volume II is a handbook for conducting local economic development via the travel and tourism industry.

## INSTITUTIONAL, DISSERTATION, AND SMALL-GRANT RESEARCH PROJECTS

Fellowships for Doctoral Research in Employment and Training (formerly known as the Doctoral Dissertation Grants Program) is now conducted by the Social Science Research Council. Inquiries concerning this program should be addressed to Social Science Research Council, Fellowships for Doctoral Research in Employment and Training, 1755 Massachusetts Ave., N.W., Suite 410, Washington, D.C. 20036, (telephone (202) 667-8884).

This publication describes only those doctoral dissertation research studies active under grants administered by the Employment and Training Administration (ETA) through the end of fiscal year 1980.

The program of postdoctoral small-grant research has been discontinued. This publication describes only those postdoctoral small-grant research projects active through the end of fiscal year 1980.

## 5A. INSTITUTIONAL GRANTS

In response to needs stemming from the decentralization and local delivery of employment and training programs and services, the Institutional Grants Program supports colleges and aniversities in the development of specialists in the human resources field. The 29 institutions awarded grants since July 1974 are offering educational programs designed to strengthen the technical abilities of prime sponsor staff and develop a supply of future planners, evaluators, and administrators of State and local employment and training programs.

The primary objectives of the program are:

1. To support the design and implementation of undergraduate and graduate courses and curriculums of formal instruction (including work-training experience off campus) for future planners, administrators, and evaluators of employment and training programs.
2. To strengthen the capability and expertise of employment and training practitioners at local, State, and regional levels through credit courses and full degree training.
3. To develop, in cooperation with the regional offices of the Department of Labor, the resources and capabilities to enable academic institutions to offer technical assistance and personnel support to CETA prime sponsors and other local, State, and regional organizations concerned with employment and training programs.

Other objectives are:

1. To stimulate greater interest in the employment and training field by academic institutions and established scholars.
2. To encourage greater cooperation among the various behavioral sciences in the conduct of human resources development.

In the current round of programs which began September 1, 1978, 16 schools are receiving 4-year grants totaling $2.5 million annually.

The grants include an award in each of the Department's 10 regions of the country and six special awards to schools that enroll significant proportions of black, Spanish American or Native American students.

Recipients of these grants are:

Region I—Northeastern University, Boston, Mass.
Region II—Medgar Evers College, City University of New York, Brooklyn, N.Y.*; Rutgers University, New Brunswick, N.J.
Region III—Virginia Commonwealth University, Richmond, Va.
Region IV—The University of Alabama, University, Ala.; Clark College, Atlanta, Ga.*; Kentucky State University, Frankfort, Ky.*
Region V—The University of Michigan, Ann Arbor, Mich.
Region VI—Southern University and A&M College, Baton Rouge, La.*; The University of Texas at Austin, Austin, Tex.; The University of Texas at San Antonio, San Antonio, Tex.*
Region VII—The University of Kansas, Lawrence, Kans.
Region VIII—Utah State University, Logan, Utah
Region IX—The University of Arizona, Tucson, Ariz.*; California State University, Sacramento, Calif.
Region X—Seattle University, Seattle, Wash.

* Minority Institution.

## 5A. INSTITUTIONAL GRANTS

**5-001***

*NORTHEASTERN UNIVERSITY*
*BOSTON, MASS.*

*Dr. Morris A. Horowitz, Chairman, Department of Economics*

*Grant 31-25-78-16*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; MASSACHUSETTS; MAINE; NEW HAMPSHIRE; RHODE ISLAND; CONNECTICUT; VERMONT

**5-002***

*MEDGAR EVERS COLLEGE, CITY UNIVERSITY OF NEW YORK*
*BROOKLYN, N.Y.*

*Dr. Rafael Zambrana, Division of Social Sciences*

*Grant 31-36-78-11*
*Project still in progress*

*Descriptors:* BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

**5-003***

*RUTGERS UNIVERSITY*
*NEW BRUNSWICK, N.J.*

*Dr. Steven Director, Institute of Management and Labor Relations*

*Grant 31-34-78-03*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; NEW JERSEY; NEW YORK; PUERTO RICO; VIRGIN ISLANDS

**5-004***

*VIRGINIA COMMONWEALTH UNIVERSITY*
*RICHMOND, VA.*

*Carol Amato, Center for Public Affairs*

*Grant 31-51-78-10*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; DELAWARE; DISTRICT OF COLUMBIA; MARYLAND; PENNSYLVANIA; WEST VIRGINIA

**5-005***

*THE UNIVERSITY OF ALABAMA*
*UNIVERSITY, ALA.*

*Dr. Trevor Bain, Director, Human Resources Institute*

*Grant 31-01-78-01*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALABAMA; FLORIDA; GEORGIA; KENTUCKY; NORTH CAROLINA; MISSISSIPPI; SOUTH CAROLINA; TENNESSEE

**5-006***

*CLARK COLLEGE*
*ATLANTA, GA.*

*Dr. Gretchen E. Maclachlan, Southern Center for Studies in Public Policy*

*Grant 31-43-78-09*
*Project still in progress*

*Descriptors:* BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

**5-007***

*KENTUCKY STATE UNIVERSITY*
*FRANKFORT, KY.*

*Ronald Simmons, School of Public Affairs*

*Grant 31-21-78-12*
*Project still in progress*

*Descriptors:* BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

**5-008***

*THE UNIVERSITY OF MICHIGAN*
*ANN ARBOR, MICH.*

***Ongoing project—final report not yet available.**

*Dr. Louis A. Ferman, Institute of Labor and Industrial Relations*

*Grant 31-26-78-13*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ILLINOIS; INDIANA; MICHIGAN; MINNESOTA; OHIO; WISCONSIN

**5-009***

*SOUTHERN UNIVERSITY AND A&M COLLEGE*
*BATON ROUGE, LA.*

*Dr. Judith C. Robb, College of Business*

*Grant 31-22-78-04*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; BLACKS

**5-010***

*THE UNIVERSITY OF TEXAS*
*AUSTIN, TEX.*

*Dr. Robert W. Glover, Center for the Study of Human Resources*

*Grant 31-48-78-07*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARKANSAS; LOUISIANA; NEW MEXICO; OKLAHOMA; TEXAS

**5-011***

*THE UNIVERSITY OF TEXAS*
*SAN ANTONIO, TEX.*

*Dr. Antonio Furino, Director, Human Resources Management and Development Program*

*Grant 31-48-78-08*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; SPANISH-SPEAKING AMERICANS

**5-012***

*THE UNIVERSITY OF KANSAS*
*LAWRENCE, KANS.*

*Dr. Anthony Redwood, School of Business*

*Grant 31-20-78-14*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; IOWA; KANSAS; MISSOURI; NEBRASKA

**5-013***

*UTAH STATE UNIVERSITY*
*LOGAN, UTAH*

*Dr. Gary B. Hansen, Business and Economic Development Services*

*Grant 31-49-78-15*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; COLORADO; MONTANA; NORTH DAKOTA; SOUTH DAKOTA; UTAH; WYOMING

**5-014***

*THE UNIVERSITY OF ARIZONA*
*TUCSON, ARIZ.*

*Dr. Joseph J. Walka, Director, American Indian Human Resources Program*

*Grant 31-04-78-05*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; INDIAN EMPLOYMENT AND TRAINING PROGRAMS (CETA)

**5-015***

*CALIFORNIA STATE UNIVERSITY*
*SACRAMENTO, CALIF.*

*Dr. Jesse F. McClure, Institute for Human Service Management*

*Grant 31-06-78-06*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARIZONA; CALIFORNIA; HAWAII; NEVADA; AMERICAN SAMOA; TRUST TERRITORY

**5-016***

*SEATTLE UNIVERSITY*
*SEATTLE, WASH.*

*Dr. James E. Sawyer, Institute of Public Service*

*Grant 31-53-78-02*
*Project still in progress*

*Descriptors:* CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALASKA; IDAHO; OREGON; WASHINGTON

## 5B. DOCTORAL DISSERTATION FELLOWSHIPS

This section describes active projects under the Doctoral Dissertation Fellowship Program, authorized by the Comprehensive Employment and Training Act as amended. This program serves the dual purpose of attracting social and behavioral science scholars to specialization in the employment and training area, while generating new information on critical employment and training issues.

This program (formerly administered by the Employment and Training Administration) is now conducted by the Social Science Research Council. Inquiries concerning this program should be addressed to Social Science Research Council, Fellowships for Doctoral Research in Employment, 1755 Massachusetts Ave., N.W., Suite 410, Washington, D.C. 20036 (telephone (202) 667-8884).

### 5-017* ALLOCATIONAL AND DISTRIBUTIONAL CONSEQUENCES OF DECENTRALIZING MANPOWER PROGRAMS

*THE MAXWELL GRADUATE SCHOOL OF CITIZENSHIP AND PUBLIC AFFAIRS, SYRACUSE UNIVERSITY*
*SYRACUSE, N.Y.*

*Richard Tyson, Doctoral Candidate*

*Grant 91-36-76-32*
*Project still in progress*

*Descriptors:* COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); CETA SERVICES AND PLANNING; DECATEGORIZATION

This study is investigating how the purposes of the Comprehensive Employment and Training Act are being fulfilled under a decentralized approach in comparison to previous, more centralized employment and training programs. Four models of decisionmaking are being tested to explain changes in the behavior of local governments over time and variations among prime sponsors in the mix of services and characteristics of those served. In addition, extensive cross-tabulations of observed differences in expenditures, average costs, and numbers of participants by region, type of sponsor, and economic conditions are being carried out to determine if any patterns exist.

Data for the study are obtained from Quarterly Progress Reports of prime sponsors, along with information derived from the Continuous Longitudinal Manpower Survey.

### 5-018* AN ANALYSIS OF THE DETERMINANTS OF THE LABOR FORCE MOBILITY OF FEMALES

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Pamela J. Heath, Doctoral Candidate*

*Grant 91-55-73-24*
*Project still in progress*

*Descriptors:* ATTITUDES; LABOR MARKET BEHAVIOR; CHILD DAY CARE; LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; FAMILIES; WOMEN; LABOR MOBILITY

This research is investigating the relative strengths of economic, demographic, and attitudinal influences on the labor market decisions of women. The investigator is analyzing variations in family financial position, family structure and composition, costs of child care, and the individual's education and training, health, race, and work attitudes.

The analysis uses data from a longitudinal survey of labor force behavior.

### 5-019* ATTITUDES TOWARD EQUAL PAY AND AFFIRMATIVE ACTION FOR WOMEN IN THE WORK WORLD

*YALE UNIVERSITY*
*NEW HAVEN, CONN.*

*Janet P. Grisby, Doctoral Candidate*

*Grant 91-09-76-54*
*Project still in progress*

*Ongoing project—final report not yet available.

*Descriptors:* SEX DISCRIMINATION; ATTITUDES; WOMEN; AFFIRMATIVE ACTION PLANS

This dissertation will study the levels of attitudes and beliefs on sex inequality in work and evaluate some of the determinants of such attitudes and beliefs. The project focuses on two dominant aspects of Federal policies on sex inequality in work—equal pay and affirmative action. Affirmative action treats the sexes *unequally* (preference for equally qualified women over men) as a mechanism for achieving *equal* job distributions. People's attitudes to this federally supported policy may be especially complex and therefore important to understand. This study will help to anticipate realistically the effects of, and responses to, the many possible antidiscrimination programs for implementing the laws and help to choose effectively among the alternatives.

## 5-020* BUSINESS TAX INCENTIVES AND EMPLOYMENT: A STUDY OF UNINTENDED REGIONAL CONSEQUENCES

*UNIVERSITY OF CALIFORNIA*
*BERKELEY, CALIF.*

*Michael I. Luger, Doctoral Candidate*

*Grant 91-06-79-27*
*Project still in progress*

*Descriptors:* BUSINESS CYCLE; INCENTIVES; TAXES; FISCAL POLICY; ECONOMIC ANALYSIS AND ECONOMETRICS

This research will propose a framework for studying the regional consequences of ostensibly neutral Federal tax policies. It will focus on three fiscal incentives—investment tax credits (ITC's), accelerated depreciation allowances (ADA's) and corporation tax reductions (CTR's)—but will be applicable to other proposed tax instruments, such as general employment tax credits or targeted tax credits for investment or employment.

The researcher will document the regional effects of these incentives by: (1) Identifying certain key differences among firms and standard metropolitan statistical areas (SMSA's); (2) demonstrating that, since tax policies are geared to firm- or industry-specific characteristics, they tend to affect particular businesses differently; and (3) showing that the effects of these tax policies on SMSA's vary because of differences in regional characteristics, most notably, in the composition of metropolitan areas' economic bases. The researcher will also attempt to show that the amount and quality of employment in any given location change in response to tax policies.

This research will produce an assessment of ITC's, ADA's, and CTR's that considers the following questions: Are the general and regional employment outcomes consistent with policymakers' expectations and with other Federal employment policies? Would alternative policies achieve explicitly or implicitly stated goals more fully and/or cheaply?

## 5-021* CHANGE IN WORK PROCESSES AND THE QUALITY OF EMPLOYMENT: THE IMPACT OF POWER RELATIONSHIPS IN THE FIRM

*STANFORD UNIVERSITY*
*STANFORD, CALIF.*

*William H. Behn, Doctoral Candidate*

*Grant 91-06-77-13*
*Project still in progress*

*Descriptors:* WORKER PARTICIPATION IN MANAGEMENT; INDUSTRIAL MANAGEMENT; COLLECTIVE BARGAINING; LABOR MOVEMENT

The primary purpose of this study is to examine the impact of power relationships in firms on the process of change in work organization and the quality of employment. The study is considering such issues as: (1) Distribution of legal rights and power relationships in the workplace; (2) worker participation in collective bargaining; (3) worker participation in decisionmaking and enterprise performance; (4) experimentation with worker participation in management; (5) worker-initiated change in work organization; and (6) conflicts and work reorganization.

The research is based on comprehensive historical analyses of literature, case histories, and labor-management agreements related to the issues studied.

## 5-022* COORDINATING MANPOWER OBJECTIVES WITH PRIVATE SECTOR DEVELOPMENT PLANS: A CASE STUDY OF FOUR CITIES

*BRANDEIS UNIVERSITY*
*WALTHAM, MASS.*

*Jonathan Katz, Doctoral Candidate*

*Grant 91-25-79-32*
*Project still in progress*

*Descriptors:* IMPACT OF EMPLOYMENT AND TRAINING POLICIES; PUBLIC SERVICE EMPLOYMENT; ASSESSMENT AND EVALUATION; UNEMPLOYMENT

This study will consider the problems of workers leaving CETA public service employment in distressed cities where they have little chance of finding unsubsidized private or public sector jobs. It will provide recommendations and examples of how city leaders can plan and carry out economic development that will produce private sector jobs.

The researcher will use a comparative case study methodology to analyze and compare the comprehensive economic development strategies of four distressed cities. He will select cities that have found innovative and interesting ways to stimulate desired private investments.

These examples and models should give the leaders of other distressed cities an idea of how to plan similar strategies for their localities. In addition, the study will illustrate ways that public service employment projects may be structured and used to encourage the creation of private sector jobs.

**5-023* DETERMINANTS OF THE INCIDENCE AND DURATION OF FRICTIONAL UNEMPLOYMENT**

*THE UNIVERSITY OF CHICAGO*
*CHICAGO, ILL.*

*George E. Cave, Doctoral Candidate*

*Grant 91-17-78-17*
*Project still in progress*

*Descriptors:* DURATION OF UNEMPLOYMENT; FRICTIONAL UNEMPLOYMENT

The main object of this study is to determine whether people who have experienced unemployment are likely to be unemployed in the future and why.

The researcher will use two types of statistical models, drawing from annual panel data developed by Prof. Herbert Parnes, Ohio State University, on young men between the ages of 14 and 24. The data are particularly useful for studies of labor market behavior starting with a person's initial labor force entry and continuing through changes in experience, marital status, and family size.

Answers to the following questions being considered by the study should have immediate and significant policy implications:

(1) How do policies to reduce the incidence of unemployment differ from those to reduce the duration of unemployment for various demographic groups, and what is the potential impact of each kind of policy on the aggregate BLS unemployment rate?

(2) How much impact do experience and education have on an individual's probability of being employed?

(3) Can public service jobs for youth be expected to have much permanent effect on the recipient's future labor market behavior or is any effect on unemployment purely temporary?

**5-024* THE DETERMINANTS OF THE DEMANDS FOR LABOR AND CAPITAL, AND THEIR UTILIZATION RATES**

*NORTHWESTERN UNIVERSITY*
*EVANSTON, ILL.*

*Edward Charles Kokkelenberg, Doctoral Candidate*

*Grant 91-17-79-13*
*Project still in progress*

*Descriptors:* LABOR DEMAND; ECONOMIC ANALYSIS AND ECONOMETRICS; PRODUCTION; PRODUCTIVITY; BUSINESS CYCLE

This study will empirically test a model of production that extends the usual production function framework of labor and capital stock to include both labor and capital utilization rates. The researcher believes that changes in demand, as perceived by the firm, are composed of a transitory and a permanent component. Thus, given the nature of a demand change, firms will react by adjusting either their flow variables (utilization rates of labor and capital) or their stock variables. Using this analysis, the author proposes to address a number of issues and carry out such functions as comparisons of his results with those of earlier studies, determination of improved measures of capital and labor utilization, and analysis of the slowdown in productivity growth since 1973.

Time series econometric estimation techniques will be used on data from the Department of Commerce and the Federal Reserve Board.

**5-025* EARLY RETIREMENT AND THE LABOR MARKET DYNAMICS OF OLDER WORKERS**

*YALE UNIVERSITY*
*NEW HAVEN, CONN.*

*Thomas Alton Gustafson, Doctoral Candidate*

*Grant 91-09-75-35*
*Project still in progress*

*Descriptors:* ECONOMIC ANALYSIS AND ECONOMETRICS; MEN; NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; PENSIONS; RETIREMENT

This report studies the labor market of older workers with particular emphasis on those who have opted for early retirement. A comprehensive look into the pros and cons of retirement, whether early or not, should lead to information on pensions, unemployment compensation, social security, and other retirement-related areas.

Data analyzed are from the Parnes National Longitudinal Survey conducted between 1966 and 1971. Five thousand men between 45 and 59 were interviewed, and information gathered should shed light on early retirement and its effects.

**5-026* EARNINGS AND HUMAN CAPITAL INVESTMENT: EFFECTS OF INCREASES IN LABOR FORCE PARTICIPATION OF WOMEN**

*BROWN UNIVERSITY*
*PROVIDENCE, R.I.*

*Donald Cox, Doctoral Candidate*

*Grant 91-44-79-24*
*Project still in progress*

*Descriptors:* EARNINGS; HUMAN CAPITAL; FEMALES; LABOR FORCE PARTICIPATION

This dissertation research will investigate the labor market experiences, earnings, human capital investments, and variations in earnings for women entering employment covered by social security in the 1950's. The researcher will seek to answer the following questions: How do labor market experience patterns of married women covered by social security differ across successive cohorts of labor market entrants? How have secular changes in experience patterns affected investment in human capital and life cycle earnings? Do observed changes in earnings and investment match theoretical expectations? To what extent does the date when women

*Ongoing project—final report not yet available.

entered the labor market affect their current earnings? Is the dispersion in the present value of earnings for women greater or less than the dispersion in cross-sectional earnings?

Data for the study will come from the merging of two files—the 1973 Current Population Survey Administrative Record Exact Match File and the 1973-75 Social Security Longitudinal Earnings Public Use File.

The study promises to yield improved estimates of the determinants of women's earnings.

### 5-027* Earnings Declines, Social Insurance, and Poverty

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Verdon Stafford Staines, Doctoral Candidate*

*Grant 91-55-78-40*
*Project still in progress*

*Descriptors:* WELFARE REFORM; INCOME MAINTENANCE; ECONOMIC ANALYSIS AND ECONOMETRICS; POVERTY; WOMEN; HEALTH; INCOME; EARNINGS

Family earnings can decline for a variety of reasons—involuntary job loss, illness, disablement, retirement, deaths, births, marital dissolution, and other changes in family composition. To varying degrees, social insurance and welfare programs cushion losses resulting from each of these occurrences. This study will estimate the relative frequency and magnitude of earnings declines by cause and estimate the extent to which the social welfare system replaces income lost for each reason. It will use time series data from the Michigan Panel Study.

The researcher will develop an econometric model to predict family earnings flows from economywide trends, the individual family's skill mix, and the possible events that could cause income loss. He can measure the earnings effects of each event from the model and, by adding transfer payments, estimate the extent to which they compensate for income losses from the different events.

By considering compensation by reason for income loss, this study may identify areas neglected by social welfare systems. Divorced mothers, for example, may not be sufficiently protected from income loss and may need additional means of support. The study will also review regional, racial, and urban-rural differences in welfare benefits.

### 5-028* The Economics of Job Search: A Study of Two Local Massachusetts Labor Markets

*HARVARD UNIVERSITY*
*CAMBRIDGE, MASS.*

*James S. Henry, Doctoral Candidate*

*Grant 91-25-76-41*
*Project still in progress*

*Descriptors:* JOB SEARCH; LABOR MARKET; UNEMPLOYED

This study is analyzing the impact of unemployment insurance on: (1) Job search by young workers, and (2) temporary layoffs by firms. The empirical data and conclusions derived from the research are being used as a basis for discussing current search models of unemployment and as the foundation for an alternative model of how workers find jobs and jobs find workers.

The data for the study, gathered in two local Massachusetts labor markets from unemployment insurance office records and employer tax reports, are being subjected to regression analysis.

### 5-029* An Economic Study of the Supply of Nursing Supervisors in Labor Markets Across Canada in 1971

*THE AMERICAN UNIVERSITY*
*WASHINGTON, D.C.*

*Barbara S. Goldman, Doctoral Candidate*

*Grant 91-11-77-15*
*Project still in progress*

*Descriptors:* NURSES; HEALTH OCCUPATIONS; LABOR SUPPLY; JOB SATISFACTION; WAGES

The objectives of this research are to determine the impact of the level and structure of wages and job satisfaction on the supply of nursing services in Canada and to propose policy alternatives that will have an effect on the amount, efficiency, and distribution of services offered by employed nurses.

The study is examining three dimensions of labor supply: (1) Time spent in the labor market (measured by the average number of hours worked in a given week and the number of weeks worked per year); (2) labor market attachment (measured by the proportion of nurses who worked during a previous period of time and are still working during the reference period and the average number of months that nurses worked for the same employer); and (3) job attachment (measured by the average number of months a nurse has worked at the current job and the turnover rate of nurses working in a hospital).

The investigator is carrying out both factor and multiple regression analysis of data on nurses aggregated by counties (or census divisions) in Canada for the year 1971.

### 5-030* The Effect of Cyclic Variation in the Distribution of Income on the Measured Value of Education

*UNIVERSITY OF CALIFORNIA*
*LOS ANGELES, CALIF.*

*James S. Cunningham, Doctoral Candidate*

*Grant 91-06-78-14*
*Project still in progress*

*Descriptors:* HUMAN CAPITAL; INVESTMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; BUSINESS CYCLE

This study will examine cyclical forces such as opportunity costs (deferring earnings while attending school), parental support for schooling, and the difficulty or ease of borrowing to finance education. It will seek to determine more precisely the conditions that cause these forces to vary relative to each other in a systematic fashion.

Behavioral and econometric models with regression analysis will be used along with data from the 1960 1/100 Census of the Population and from a sample of the 1970 1/100 Census. Results of this study should assist policymakers in designing measures related to the education system.

### 5-031* THE EFFECT OF MINIMUM WAGE LEGISLATION ON THE WAGE GROWTH OF YOUNG WORKERS

*CORNELL UNIVERSITY*
*ITHACA, N.Y.*

*Alan Jay Marcus, Doctoral Candidate*

*Grant 91-36-79-43*
*Project still in progress*

*Descriptors:* MINIMUM WAGE LAWS; YOUTH; YOUTH PROGRAMS

The dissertation will focus on the effect of minimum wage legislation on human capital investments and on the eventual wage growth of young people. The investigator will estimate a model using pooled time series and cross-sectional data on young people. The data source will be the National Longitudinal Surveys of young men and women.

The results of this study are expected to be of value in consideration of the minimum wage, including the current policy debate on a youth differential.

### 5-032* THE EFFECTS OF ECONOMIC CHANGE AND OVERTIME HOURS ON EMPLOYEE ABSENTEEISM AND HEALTH

*UNIVERSITY OF CALIFORNIA*
*IRVINE, CALIF.*

*Jeanine Frank, Doctoral Candidate*

*Grant 91-06-79-45*
*Project still in progress*

*Descriptors:* ABSENTEEISM; WORK ATTITUDES; JOB PERFORMANCE; MOTIVATION

This research will examine the correlation between economic change and the well-being of individuals. It will use archival data on approximately 300 workers in one division of an electronics manufacturing firm in the San Diego standard metropolitan statistical area. These data include the age, sex, and job levels of the workers; the hours worked per month including overtime; absenteeism records; and information on monthly claims under the company health plan. To obtain sufficient information for an effective analysis, the researcher will use a time period of 3 years.

This study is designed to illuminate the link between macroeconomic change and worker well-being, and contribute to research on job stress and health. Individual workers should benefit from the information about the effects of overtime work on their health.

### 5-033* THE EFFECTS OF GEOGRAPHICAL IMMOBILITY ON THE UNEMPLOYMENT AND UNDEREMPLOYMENT OF LOW-INCOME AREA RESIDENTS

*UNIVERSITY OF CALIFORNIA*
*BERKELEY, CALIF.*

*Dennis M. Roth, Doctoral Candidate*

*Grant 91-06-73-03*
*Project still in progress*

*Descriptors:* HARDCORE; UNDEREMPLOYMENT; BLACKS; COMMUTING; GHETTO RESIDENTS; SEX DISCRIMINATION

This project is concerned with the extent to which the isolation of jobseekers from available jobs exacerbates sex and racial discrimination in employment, the mismatching of skills, and other factors associated with high unemployment and underemployment in the central cities. Its objectives are to determine: (1) The causes of high unemployment in the central city, especially among blacks; (2) the range of employment opportunities actually available in the suburbs; (3) the relative importance of transportation vis-a-vis other determinants of ghetto residents' chances of getting and holding jobs; (4) the characteristics of those most likely to benefit from improvements in transportation; and (5) the reasons why some of the urban poor have adapted to changes in employment location and others have not.

The Oakland-San Francisco Bay region is the primary setting for this research. The 1970 Census Profiles of Selected Low-Income Areas and data tapes from Dun and Bradstreet's DUNS Market Identifier File are its primary sources. Regression techniques are being used to measure and compare the availability of jobs accessible at various costs to low-income area residents and to estimate the "latent demand" of the central-city poor for transportation to jobs outside the central business district.

### 5-034* THE EFFECTS OF PLACEMENT SERVICES ON JOB CORPS PARTICIPANTS' LABOR MARKET EXPERIENCES

*UNIVERSITY OF CALIFORNIA*
*LOS ANGELES, CALIF.*

*Naomi Berger Davidson, Doctoral Candidate*

*Grant 91-06-79-20*
*Project still in progress*

*Ongoing project—final report not yet available.

*Descriptors:* JOB CORPS; JOB PLACEMENT; EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS

This dissertation study will try to find out whether placement services improve the earnings and labor market stability of former Job Corps enrollees. The study will use data collected by Mathematica Policy Research, Inc., for the U.S. Department of Labor at two times in 1977-78 on former Corpsmembers who received placement services, those receiving no placement assistance, and a control group not in Job Corps.

The researcher will examine the work experiences of these groups and subdividions of the groups by analyzing differences in the means, frequency distributions, and gross flows for their hourly wages, hours worked per week, weeks with the same employer, incidence and duration of unemployment, perceived match between training and employment, and union-nonunion job status. She will also use econometric analytical techniques to examine their earnings and unemployment experiences. In addition, she will analyze their job expriences, plus such outcomes as military enlistments, by type of placement services received.

## 5-035* THE EFFECTS OF THE GUARANTEED ANNUAL INCOME ON THE OCCUPATIONAL CAREERS OF LONGSHOREMEN: A PILOT STUDY

*CITY UNIVERSITY OF NEW YORK*
*NEW YORK, N.Y.*

*William DiFazio, Doctoral Candidate*

*Grant 91-36-78-34*
*Project still in progress*

*Descriptors:* MOTIVATION; OCCUPATIONAL ADJUSTMENT; TECHNOLOGY AND TECHNOLOGICAL CHANGE; TECHNOLOGY TRANSFER

This research will focus on the effects of a guaranteed annual income (GAI) on individual longshoremen, their occupational culture, and their participation in the labor union. The study will draw upon the experience of longshoremen in the GAI program to investigate how they adapt to the loss of work without loss of income.

The research will use information gathered from participant observation, life history interviews with longshoremen and union leaders, and survey questionnaires. It will also draw on content analyses of archival material from the International Longshoremen's Association, local 1814, recorded speeches of union officials, and government studies.

This study should be of considerable value to future researchers and policymakers who may undertake a more ambitious evaluation of the overall effects of a guaranteed annual income. In general, the study is expected to provide: (1) Reliable indicators of the patterns of time use and of the relationship between present behavior and past work history of longshoremen in the GAI Program and (2) a tested instrument that could easily be used in similar work settings. These products should permit both the replication of a major portion of this research and its extension through comparisons with other occupational groups.

## 5-036* AN EMPIRICAL ANALYSIS OF THE DETERMINANTS OF PERSONAL EARNINGS FOR PERSONS OF SPANISH ORIGIN: CUBAN AMERICANS, MEXICAN AMERICANS, AND PUERTO RICAN AMERICANS

*THE UNIVERSITY OF NOTRE DAME*
*NOTRE DAME, IND.*

*Joe Mosqueda, Jr., Doctoral Candidate*

*Grant 91-18-77-14*
*Project still in progress*

*Descriptors:* SPANISH-SPEAKING AMERICANS; EARNINGS; INCOME; WAGES; MEXICAN AMERICANS; PUERTO RICANS

This study is an empirical analysis of the determinants of earnings for persons of Spanish origin in the United States, with specific reference to persons of Cuban, Mexican, and Puerto Rican descent. The analysis is based on an earnings model that includes human capital, institutional, and social stratification variables. A micro-data set for the study is being derived primarily from the one-in-a-hundred Public Use Sample of Basic Records from the 1970 Census of the Population.

## 5-037* EMPLOYEE STOCK OWNERSHIP: A MICROECONOMIC ANALYSIS

*VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY*
*BLACKSBURG, VA.*

*Paul C. Taylor, Doctoral Candidate*

*Grant 91-51-78-46*
*Project still in progress*

*Descriptors:* COLLECTIVE BARGAINING; FRINGE BENEFITS; LABOR MOBILITY; TRANSITION FROM WORK TO RETIREMENT; MICROLEVEL ANALYSIS

This project will attempt to evaluate the benefits of employee stock ownership plans (ESOP's) to workers and to set the stage for reliable macroeconomic estimates of their impact on national employment and growth. It is a pilot study in four firms to test the impact of ESOP's on labor mobility, worker suggestions to improve production, and financial risk to employees. It will consider such issues as the contributions of ESOP's to firm efficiency and their worth to participating employees both as compensation and as an incentive to develop job skills. The researcher will also briefly explore the implications of ESOP's for regulation and collective bargaining in the four firms.

The results should have implications for the transition from work to retirement, employee participation in management, and job satisfaction.

**5-038*** THE EVOLUTION OF SEGMENTATION IN THE CHICAGO LABOR MARKET, 1880 TO 1930

*BOSTON UNIVERSITY*
*BOSTON, MASS.*

*Heath Paley, Doctoral Candidate*

*Grant 91-25-78-06 (formerly Grant 91-25-76-43)*
*Project still in progress*

*Descriptors:* DUAL LABOR MARKETS; OCCUPATIONAL MOBILITY; OCCUPATIONAL STRUCTURE

This research endeavors to test the historical validity of the dual labor market hypothesis using mobility data for the period 1880 to 1930. It is exploring: (1) Whether there is evidence of segmentation occurring in the labor force during this period that was not based on differences in individual characteristics, and (2) whether there are signs of the development of an internal labor market in one large primary industry.

Analysis is based on a study of payroll records of the McCormick Company from 1880 to 1901 and on payroll records of the McCormick Division of International Harvester Company from 1902 to 1930. Data on employees' age, race, place of birth, and education are being matched with information about their employment experiences at the McCormick plant through multiple correlation analysis.

**5-039*** AN EXAMINATION OF THE SOCIAL FACTORS DETERMINING SUCCESSFUL TRAINING PERFORMANCE FOR PARTICIPANTS IN EX-OFFENDER MANPOWER PROGRAMS: A MODEL FOR PREDICTING SOCIAL BEHAVIOR

*THE UNIVERSITY OF ILLINOIS*
*URBANA, ILL.*

*James H. Browne, Doctoral Candidate*

*Grant 91-17-79-30*
*Project still in progress*

*Descriptors:* EX-OFFENDERS; MODELS; ASSESSMENT OF APPLICANTS AND TRAINEES; ECONOMIC ANALYSIS AND ECONOMETRICS

The primary objective of this research is to produce a monograph on the factors that lead to training success for use by those planning training programs for ex-offenders. The survey design allows for a comprehensive evaluation of the more traditional predictors of training success, such as demographic and background variables, and some nontraditional predictors, such as work attitudes and values.

The results of this research should help policymakers decide on expenditures for employment development programs. They should also contribute to current theoretical knowledge about the training problems of ex-offenders.

**5-040*** FEDERAL POLICY CONCERNING WOMEN FROM 1945 TO 1966

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Cynthia E. Harrison, Doctoral Candidate*

*Grant 91-36-78-36*
*Project still in progress*

*Descriptors:* WOMEN; SEX DISCRIMINATION; EMPLOYMENT POLICY; SOCIAL CHANGE

This study will examine the evolution of Federal policy toward women from 1945 to 1966 to discern the interaction of social change, political factors, and policy-making. The researcher will relate Federal laws enacted during the period that changed policies affecting women to other social and political factors. She hypothesizes that political factors, including the selection of female advisers, combined with social changes, including the entry of married women into the labor force, led to policies that helped to focus women's grievances, generating further social change.

The researcher will use manuscript collections, private papers, government documents, published and unpublished primary sources, and interviews where possible to see how the measures affecting women proposed in each administration arose. This review will include looking at suggestions of cabinet members and their subordinates, recommendations by members of Congress, requests by women's organizations and labor unions, and agendas of party officials. The researcher will consider the policies, implicit or stated, that emerged from these sources and evaluate the political rationale for changes made over the period. In addition, she will review the changing roles of women in employment and education to see how they affected the formulation of policy. Special attention will be devoted to the goals of the Women's Bureau and its efficacy in achieving them.

**5-041*** THE FEMALE HAITIAN IMMIGRANT IN THE NEW YORK CITY LABOR FORCE

*THE CITY UNIVERSITY OF NEW YORK*
*GRADUATE SCHOOL AND UNIVERSITY CENTER*
*NEW YORK, N.Y.*

*Walter L. Stewart, Doctoral Candidate*

*Grant 91-36-78-33*
*Project still in progress*

*Descriptors:* WOMEN; IMMIGRATION; IMMIGRANTS

This study seeks to answer some fundamental questions about how a particular group of women immigrants, consisting of both documented and undocumented aliens from Haiti, adjust to the American labor market and the urban community. It will try to find out what kinds of skills they bring with them and how they use these skills in jobs and community activities. The study is exploratory. The researcher will analyze the group to

*Ongoing project—final report not yet available.

determine to what extent their experiences conform to or deviate from present-day notions of immigrant life in America, but he does not expect to develop a theory of immigrant women and the American labor force.

Participant observer data have been gathered on how the Haitian female immigrant combines her roles as a mother and a worker and how she cares for her family and attends to household chores within the context of the work day or week. The researcher also reviewed literature on the subject, from such sources as studies, local newspapers, community-based organizational newsletters, journals, and bulletins from unions and other labor force related agencies.

The analysis is expected to provide insight about the experiences of illegal female immigrants in urban areas of particular value to policymakers in the areas of immigration and labor legislation.

**5-042*** **FEMALE OCCUPATIONAL CHOICE AND THE NUMBER, TIMING, AND SPACING OF CHILDREN**

*UNIVERSITY OF NORTH CAROLINA*
*CHAPEL HILL, N.C.*

*Tabitha Ann Doescher, Doctoral Candidate*

*Grant 91-37-79-26*
*Project still in progress*

*Descriptors:* FEMALES; OCCUPATIONAL CHOICE; MOTHERS; FERTILITY; ECONOMIC ANALYSIS AND ECONOMETRICS

The objective of this research is to establish a relationship between a woman's choice of occupation and the number, timing, and spacing of her children. On the supposition that families and labor force activities compete for women's time, the researcher is developing a lifetime model that demonstrates theoretical relationships between fertility and choice of an occupation. To test this model, the researcher is investigating the relationships between occupation and fertility and analyzing the direct relationship between fertility and occupational characteristics.

The study will also analyze the mutual relationship among family size, labor force participation, and occupational choices of women. Data sources include the National Longitudinal Surveys of young and mature women, the 1960 and 1970 censuses, and the Panel Study of Income Dynamics from the University of Michigan Survey Research center.

**5-043*** **THE FEMINIZATION OF CLERICAL WORK: A CASE STUDY OF BOSTON, 1875-1905**

*THE UNIVERSITY OF CALIFORNIA*
*LOS ANGELES, CALIF.*

*Carole Srole, Doctoral Candidate*

*Grant 91-06-78-50*
*Project still in progress*

*Descriptors:* EMPLOYMENT PATTERNS; OCCUPATIONAL CHOICE; CLERICAL OCCUPATIONS; MEN; WOMEN

This project will investigate the increasing predominance of women in clerical work from 1875 to 1905 in Boston. It will consider four stages of development—male domination of the occupation, female entry, integration, and male flight and female domination.

The researcher will use high school, census, marriage, and business records to analyze the interactions of supply and demand factors affecting female participation in the labor force, and of cultural and economic factors, including families, schools, and businesses, affecting participation in the clerical labor force.

**5-044*** **THE FEMINIZATION OF CLERKING: WOMEN IN FEDERAL EMPLOYMENT, 1860-1900**

*UNIVERSITY OF MARYLAND*
*COLLEGE PARK, MD.*

*Cindy S. Aron, Doctoral Candidate*

*Grant 91-24-79-06*
*Project still in progress*

*Descriptors:* WOMEN; ATTITUDES; SEX DISCRIMINATION

This research will provide a comprehensive analysis of the Nation's first sizable female clerical labor force—the women who worked as clerks for the Federal Government from 1860 to 1900. The effects of their entrance into this previously all-male profession will be examined by focusing on the creation of new employment opportunities, the dynamics of discrimination, and the sex stereotyping of jobs.

Statistical and more traditional historical analyses will be based on information from application files or personnel dossiers on more than 5,000 women who worked for the Departments of the Treasury and the Interior, two of the largest Federal agencies and major employers of women in the 19th century.

The findings are expected to enhance understanding of the process of feminization of a sector of the labor force and its implications for today's working world.

**5-045*** **THE FORMATION OF MULTIRACIAL WORK FORCES IN THE COAL INDUSTRY, 1880-1930: A COMPARATIVE SOCIOHISTORICAL ANALYSIS**

*UNIVERSITY OF CALIFORNIA*
*LOS ANGELES, CALIF.*

*Stephen Brier, Doctoral Candidate*

*Grant 91-06-73-34*
*Project still in progress*

*Descriptors:* MINING; MIGRATION; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; MINORITIES

This study attempts to develop a historical perspective on questions of work force formation, labor migration, and cultural and occupational adjustment of ethnic and racial minority workers through an analysis of the influx of these workers into the coal mining industry during the late 19th and early 20th centuries. It concentrates on the experiences of southeast European mineworkers in Pennsylvania's northern anthracite field around the Scranton and Wilkes-Barre area and of black mine workers in the southern West Virginia smokeless coal field.

The study combines a traditional historical approach to data and research material with statistical and quantitative analysis. This approach uses both qualitative materials (such as labor newspapers, written and oral reminiscences, manuscript and archival holdings, and church records) and hard data from government studies, coal company records, and census materials.

### 5-046* FROM SKILLED CRAFT TO MASS PRODUCTION: AMERICAN CIGARMAKERS 1900-1940

*THE UNIVERSITY OF MARYLAND*
*COLLEGE PARK, MD.*

*Patricia A. Cooper, Doctoral Candidate*

*Grant 91-24-79-17*
*Project still in progress*

*Descriptors:* TECHNOLOGY AND TECHNOLOGICAL CHANGE; AUTOMATION; WORK ATTITUDES; INDUSTRY PRACTICES; OCCUPATIONAL STRUCTURE

This study will explore the dynamics of industrial change and its impact on workers from 1900 to 1940, using the cigarmaking industry as a microcosm of developments in the American workplace during this 40-year period.

The investigator will use a multicommunity research design but will concentrate on the Northeast and South, where most cigarmakers lived and worked. Information will be obtained from union records, trade association journals, newspapers, Federal and State governments, other archival sources, and interviews with manufacturers and cigarmakers.

The study findings are expected to contribute to understanding of the processes and problems of other consumer product industries faced with the combined effects of shifts in consumer tastes, automation, relocation, diversification, and restructuring.

### 5-047* THE FUNCTION OF PSYCHOLOGICAL TESTING AND EDUCATIONAL CREDENTIALS IN POLICE SELECTION: A CRITICAL REASSESSMENT

*BOSTON COLLEGE*
*CHESTNUT HILL, MASS.*

*Joseph Gannon, Doctoral Candidate*

*Grant 91-25-77-28*
*Project still in progress*

*Descriptors:* RECRUITMENT; PERSONNEL ADMINISTRATION; POLICE; LAW ENFORCEMENT; STATE AND LOCAL GOVERNMENTS; HIRING PRACTICES

This research consists of four studies. The first will draw on published findings in psychology and law enforcement journals to determine whether past experience with paper and pencil tests warrants their continued use for police selection and whether higher education has been shown to be associated with successful police performance beyond the initial training phase. The second study, using econometric techniques, will try to establish the importance for selection of broad socioeconomic factors and identify how these macrolevel variables systematically relate to policy organizational structure. A third study will examine the hypotheses that the availability of college-educated relative to noncollege-educated recruits will increase during downturns in the economy.

For this research, a time series will be constructed from annual selection data for recruits in three major cities over a period beginning in 1930. The researcher will also use a variety of statistical techniques to determine: (1) Whether departments that have hired an increasing number of college-educated applicants have had a corresponding increase in the number of recruits from middle-class backgrounds; (2) whether the results of psychological tests have an adverse effect on candidates of lower or working class origin; and (3) whether the requirement of a college degree may have a discriminatory effect on applicants from the lower or working class. A fourth study will be concerned with determining whether there is a particular police profile that elicits more favorable performance ratings and whether middle-class candidates have an advantage over their lower- or working-class counterparts.

### 5-048* HOUSEHOLD LIFE CYCLE MODEL UNDER UNCERTAINTY: AN ECONOMETRIC MODEL OF LABOR SUPPLY

*THE UNIVERSITY OF CHICAGO*
*CHICAGO, ILL.*

*Thomas E. MaCurdy, Doctoral Candidate*

*Grant 91-17-77-37*
*Project still in progress*

*Descriptors:* ECONOMIC ANALYSIS AND ECONOMETRICS; HOUSEHOLDS; LABOR SUPPLY; CONSUMPTION

The objective of this research is to construct an econometric model of labor supply which incorporates life cycle considerations and is consistent with the implications of econometric theory that a household formulates its decision in a lifetime setting. The household models of of labor supply, consumption, and saving integrated with the theory of finance will provide the theoretical framework.

To obtain more detail on individual factors the researcher will obtain the primary data base from the

*Ongoing project—final report not yet available.

Michigan Panel Study of Income Dynamics. The use of panel data will enable him to identify and examine the impacts of labor supply of transitory versus permanent variations in income and wages.

This research is expected to offer insights into the behavior of workers under business cycle uncertainty and provide a clear picture of the time profile a household's labor supply allows over the life cycle. It will also provide the basis for the development of a theory of the shortrun aggregate labor supply curve.

### 5-049* Impact of Government Programs on Black Americans: 1947 to 1975

*THE UNIVERSITY OF CHICAGO*
*CHICAGO, ILL.*

*Richard J. Butler, Doctoral Candidate*

*Grant 91-17-77-20*
*Project still in progress*

*Descriptors:* INCOME DIFFERENTIALS; BLACKS; GOVERNMENT PROGRAM IMPACT; LABOR MARKET BEHAVIOR; LABOR DEMAND

This study will examine time series data on black-white income differentials to determine what role, if any, government policy has played in accounting for the recent increased use of black-white wage ratios that began in the middle 1960's. Unlike earlier studies that concentrated on only one aspect of the effect of government programs (the demand for black workers), this research will investigate both supply and demand effects of recent government activity on racial wage ratios.

Data for the study will include both published Current Population Survey (CPS) aggregate data and any disaggregated CPS data that can be found. Modern time series analysis techniques will be used, along with the standard econometric methods.

### 5-050* The Impact of Screening on Earnings Profiles

*HARVARD UNIVERSITY*
*BOSTON, MASS.*

*Danny Steinberg, Doctoral Candidate*

*Grant 91-25-77-18*
*Project still in progress*

*Descriptors:* EARNINGS; INCOME; WAGES; MODELS; ECONOMIC ANALYSIS AND ECONOMETRICS

One objective of this study is to develop a complete structural model underlying the age-earnings profile. The model will be reformulated in continuous time and with continuous variable ability so that other stochastic structures can be explored and the link between conditional wage offers and supply behavior can be forged. Other empirical objectives are to investigate a series of hypotheses related to the model proposed as a statistical test, to describe the actual pattern of wage advancement that individuals experience in the course of their lifetimes, and to explain the patterns that emerge from these data.

Data are being derived from the Michigan Income Dynamics Survey, National Longitudinal Surveys, and the Social Security Administration's Longitudinal Experience Earnings Data Set.

### 5-051* Importation of Labor Services in the U.S. Via Direct Foreign Investment

*INDIANA UNIVERSITY FOUNDATION*
*BLOOMINGTON, IND.*

*Christopher Kwiecinski, Doctoral Candidate*

*Grant 91-18-77-03*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; HUMAN CAPITAL; IMPORTATION OF LABOR SERVICES

This project is analyzing direct foreign investment as a conduit for importing foreign labor services and as a means of exporting capital services. The major objectives are to estimate the actual extent of foreign employment in U.S.-controlled firms operating abroad and to assess the impact of growing imports of these labor services on U.S. domestic and international trade.

Data for 1957 and 1966, obtained from a variety of government and private sources, are being used in statistical and other analyses. Findings of the study are expected to be of use in policy deliberations on regulations to control the impact of foreign trade on domestic employment and commerce.

### 5-052* Influence of Mexican-American Family Patterns on Occupational Placement

*THE UNIVERSITY OF NOTRE DAME*
*NOTRE DAME, IND.*

*Daniel Valdez, Doctoral Candidate*

*Grant 91-18-78-35*
*Project still in progress*

*Descriptors:* FAMILIES; MEXICAN AMERICANS; SPANISH-SPEAKING AMERICANS; CAREER GOALS

This study will investigate the influence of family patterns on the types of jobs obtained by young Mexican Americans from middle- and low-income families.

Interviewers will question a sample of 100 Mexican-American families in East Chicago, Ind., who are of diverse socioeconomic status but similar in age and in having secondary school children and young adults present. Multiple regression techniques will be used to analyze the data.

The results of this study are expected to be useful to decisionmakers responsible for job-related policies and programs affecting Mexican Americans and should also be of value to local organizations and institutions working with Mexican-American families.

**5-053*** AN INTERDISCIPLINARY STUDY OF DECISION PROCESSES IN JOB CHOICE

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Sara L. Rynes, Doctoral Candidate*

*Grant 91-55-79-34*
*Project still in progress*

*Descriptors:* EARNINGS; CAREER GOALS; OCCUPATIONAL INFORMATION; LABOR MARKET BEHAVIOR; JOB SEARCH; RECRUITMENT

This study will consider the reasons for job choices by investigating a number of variables that have not previously been assessed in any rigorous fashion. The study will use an econometric experimental design. The researcher will try to determine whether observed differences in integrative strategies and attributed importance are associated with: (1) Personal characteristics and individual perceptions; (2) different labor market characteristics; and (3) the nature of the response measure (dependent variable) used.

Results of these analyses may prove useful in locating more precisely the sources of discrepancies in previous research results. Additionally, the current study should suggest a number of variables that need to be considered in future investigations of job choice.

**5-054*** JOB SEARCH PROCESS: ITS EFFICIENCY AND EFFECTIVENESS

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Mary Lynn Braswell, Doctoral Candidate*

*Grant 91-36-78-21*
*Project still in progress*

*Descriptors:* JOB SEARCH; JOB INFORMATION SERVICE

The study will focus on the development of an interdisciplinary understanding of the job search process, by integrating the concerns of labor economics (functions of the labor market) and vocational psychology (careers of individuals).

Study samples will be selected from four occupational groups within the population of laid-off municipal employees in New York City. Comparisons will be made of search readiness, search strategies, different amounts of adjustment in wage and nonwage aspirations, and differences in occupational adjustment and duration of unemployment. The research design contemplates adjustments for the level of economic activity.

Findings should be relevant to programs and services aimed at helping people become employable and employed. Specifically the researcher hopes to provide: (1) Search strategies that lead to efficient and effective reemployment; (2) an efficient and inexpensive screening device for employment services; and (3) salient characteristics of the workers and search strategies associated with less satisfactory outcomes.

**5-055*** LABOR IN THE IRON AND STEEL INDUSTRY: A COMPARISON OF THE U.S. AND U.K.

*HARVARD UNIVERSITY*
*CAMBRIDGE, MASS.*

*Bernard Elbaum, Doctoral Candidate*

*Grant 91-25-79-07*
*Project still in progress*

*Descriptors:* COLLECTIVE BARGAINING; WAGES; STEEL INDUSTRY; INTERNAL LABOR MARKETS

This study is examining the relative impact of different forms of industrial relations arrangements on wages, labor allocation, and competitive performance in the iron and steel industries of the United States and Great Britain. Specifically, it will investigate the origins of internal labor markets (units, such as manufacturing plants, where labor's pay and allocation are governed by administrative rules and procedures) in the iron and steel industry and the particular importance of specific training and management policy, comparing U.S. and British experience.

Data for analysis will be drawn from a number of industry, union, and government sources, including the U.S. Bureau of Labor Statistics, the U.S. Bureau of the Census for its Census of Manufacturers and the Annual Survey of Manufacturers, the American Iron and Steel Institute, the British Iron and Steel Federation, and the British Steel Corporation.

The findings of this research are expected to contribute to a better understanding of the origins and characteristics of internal labor markets, which may aid public policy in restructuring secondary employment or in seeking affirmative action. Analysis of wage setting and productivity relations in iron and steel may also shed light on the inflationary process.

**5-056*** LABOR SECTORS AND THE STATUS ATTAINMENT PROCESS: RACE AND SEX COMPARISONS

*DUKE UNIVERSITY*
*DURHAM, N.C.*

*Alan A. Parrow, Doctoral Candidate*

*Grant 91-37-79-08*
*Project still in progress*

*Descriptors:* INCOME DIFFERENTIALS; LABOR MARKET INFORMATION; OCCUPATIONAL STATUS; OCCUPATIONAL STRUCTURE; NATIONAL LONGITUDINAL SURVEYS

Black/white and male/female differentials in income and status persist in our society. Debate continues as to whether policies designed to achieve equality should be geared to individual characteristics such as education and training or to the occupational structure of the U.S. economy itself. This research will attempt to add to the knowledge of occupational attainment and mobility by race, sex, and labor market sector.

Data from the National Longitudinal Surveys of young men and young women will be used. In addition

*Ongoing project—final report not yet available.

to traditional human capital variables, measures of perceived discrimination and knowledge of occupational opportunities and rewards will be used to explain race and sex differences in occupational and income attainments.

### 5-057* Labor Utilization and the Assimilation of Asian Americans

*THE UNIVERSITY OF CHICAGO*
*CHICAGO, ILL.*

*Angelina H. Li, Doctoral Candidate*

*Grant 91-17-77-48*
*Project still in progress*

*Descriptors:* IMMIGRANTS; UNDEREMPLOYMENT; ASSIMILATION; DISCRIMINATION

The study will explore underemployment among Asian Americans, concentrating on such variables as hours worked per week, income, and disparities between education and occupational attainment. The study will examine differences in underemployment between recent and more established immigrants and between second- and third-generation Asian Americans and other minority groups.

Data for the study will be drawn from four sources: (1) The 1-percent Public Use Sample of the 1960 and 1970 censuses; (2) published tabulations and special reports of the two censuses; (3) published tabulations from the Current Population Survey; and (4) data from unpublished dissertations on underemployment among whites and blacks in 1970. The researcher will test several hypotheses pertaining to cultural differences, discrimination, acculturation, and structural underemployment of Asian Americans.

The research should contribute to increased understanding of Asian Americans' adjustment to the U.S. labor market. Additionally, it is expected to shed light on underemployment generally and to have policy implications for employment and training agencies.

### 5-058* The Net Employment Impact and the Determinants of the Utilization of the Federal Employment Tax Credit

*HARVARD UNIVERSITY*
*CAMBRIDGE, MASS.*

*Robert Tannewald, Doctoral Candidate*

*Grant 91-25-79-05*
*Project still in progress*

*Descriptors:* LABOR DEMAND; EMPLOYMENT POLICY; TAXES; UNEMPLOYMENT/INFLATION TRADEOFF; INCENTIVES; MACROLEVEL ANALYSIS

The employment tax credit is a potentially important policy tool for alleviating unemployment. One of the problems involved with such a tax credit, though, is the difficulty of correctly evaluating its effects.

A sample of 2,000 Wisconsin firms, representing 20 to 30 different industries, is being surveyed on the extent to which they used the employment tax credit in 1977 and 1978. Econometric analysis will be used to estimate both the extent of employment gains resulting from the tax credit and the reasons why firms differ in their use of the credit. To supplement the surveys, the investigator will interview officials at a subsample of 25 to 30 of the firms.

### 5-059* Occupational Differentiation by Sex: An International Comparison

*THE UNIVERSITY OF MICHIGAN*
*ANN ARBOR, MICH.*

*Katharine A. Gaskin, Doctoral Candidate*

*Grant 91-26-78-26*
*Project still in progress*

*Descriptors:* OCCUPATIONAL STRUCTURE; OCCUPATIONAL CLASSIFICATION; WOMEN

The primary aim of this research is to measure and compare detailed occupational differences by sex between the United States and other advanced industrial countries. Two conceptual headings—segregation and sextyping—will be examined. Segregation refers to the degree of similarity or dissimilarity of female and male distributions over the entire occupational structure. Sextyping refers to the idea that occupations develop dominant sex labels.

An extensive descriptive analysis will be performed. Matching of detailed occupational classifications from 1960 census data will be carried out for four to six advanced industrial nations, chiefly in Western and Northern Europe and North America.

It is expected this exploratory study will provide further insight into the problem of sex segregation as it affects income inequality.

### 5-060* Occupational Disease Compensation and Prevention: An Evaluation of the Federal Black Lung Program in West Virginia

*BRANDEIS UNIVERSITY*
*WALTHAM, MASS.*

*Barbara Ellen Smith, Doctoral Candidate*

*Grant 91-25-79-09*
*Project still in progress*

*Descriptors:* OCCUPATIONAL SAFETY AND HEALTH; BLACK LUNG BENEFITS ACT (1972); ASSESSMENT AND EVALUATION; MINING; WEST VIRGINIA

This research is examining the efforts of disabled coal miners and their families to obtain compensatory payments for black lung disablities. The study will concentrate on the experiences of the leading activists in tracing the history of the black lung movement. It will consider early efforts to promote recognition of the widespread disability resulting from coal workers' pneumoconiosis (CWP, or black lung), continued efforts to bring about

remedial action from the State of West Virginia and the Federal Government, and the perceptions of black lung leaders about the strengths, as well as the inequities, of the Federal compensation program.

Data will be obtained from indepth personal interviews with 35 leaders and most consistent activists in the black lung movement. The investigator will construct a longitudinal profile of social and economic changes in the eight major coal-producing counties of southern West Virginia from 1950 to 1970, using data from the U.S. Bureau of the Census and Bureau of Labor Statistics.

It is anticipated that information resulting from this research will be useful to those within the industry, the union, and the government who are concerned about stabilizing the labor force in this vital industry.

**5-061*** ORGANIZATIONAL SOCIALIZATION: THE IMPACT OF SOCIALIZATION AGENT NETWORK CHARACTERISTICS UPON NEW MEMBER RESPONSE PATTERNS

*NORTHWESTERN UNIVEI*
*EVANSTON, ILL.*

*Roy W. Hinton, Doctoral Candidate*

*Grant 91-17-79-03*
*Project still in progress*

*Descriptors:* ATTITUDES; ROLE CONFLICT; ORGANIZATIONAL PATTERNS

A common theme of organizational socialization theory and research is that individual change is the result of interactions with others. The purpose of this research is to discover how various characteristics of socialization agents (those seeking to influence a new member) affect the new member's response.

The analysis will be based on a longitudinal field study of 150 participants joining the naval reserves over a 6-month period. Data are being collected from each participant at entry and after 2, 4, and 6 months. Each is being asked to list the persons who are important in determining how he or she does the reserve job. Data will then be collected from these persons (the new member's socialization agent network). Statistical techniques used to analyze the data will include multivariate analysis of variance, multiple regression analysis, path analysis, and factor analysis.

This study seeks to reduce the gap between theory and empirical research in this area. A longitudinal design with experimental manipulation of relevant treatment variables should contribute to a better understanding of the organizational socialization process by helping to resolve some of the conflicting assumptions made by theorists in this area. In addition, the information obtained should enable organizations to improve efforts to help new members acquire the knowledge, skills, attitudes, and values needed to fulfill their organizational roles.

**5-062*** THE ORIGINS OF SOUTHERN LABOR: WHITE WORKERS IN SOUTHERN TEXTILE FACTORIES, 1850-1880

*YALE UNIVERSITY*
*NEW HAVEN, CONN.*

*David C. Ward, Doctoral Candidate*

*Grant 91-09-79-35*
*Project still in progress*

*Descriptors:* TEXTILE INDUSTRY; LABOR FORCE PARTICIPATION; NORTH CAROLINA; SOUTH CAROLINA; GEORGIA

This study will trace the experiences of white textile factory workers in three areas of the South from 1850 to 1880. Using the decennial censuses and company, land, tax, city, county, and church records, the candidate will attempt to reconstruct the history of the labor and social life of lower class whites in southern factory towns.

Information obtained from this study is expected to contribute to a better understanding of the cultural, social, and economic forces that may influence the current attitudes and views of southern workers on issues and trends in labor policy.

**5-063*** PREDICTING EARNINGS LOSSES DUE TO DISABLING WORK INJURIES: A STUDY OF PERMANENT PARTIAL DISABILITY IN CALIFORNIA

*UNIVERSITY OF CALIFORNIA*
*BERKELEY, CALIF.*

*Bruce Vermeulen, Doctoral Candidate*

*Grant 91-06-76-58*
*Project still in progress*

*Descriptors:* WORKERS' COMPENSATION; EARNINGS; HANDICAPPED

This research examines the earnings losses of workers who have permanently reduced earning capacities as a result of work-related injuries and diseases. The study is developing an econometric estimator of earnings losses that State workers' compensation agencies can use in determining compensation benefits to achieve more consistent levels of income replacement for "permanently partially disabled" workers.

Income replacement is a principal objective of workers' compensation programs. Yet formalized schedules for determining permanent disability benefits in most States are primarily medical rather than economic. Compensation benefits tend to be based on explicit judgments about reduced earning capacity, involving cumbersome case-by-case evaluations and extensive litigation.

The study is analyzing newly available data on workers' compensation recipients in order to identify the principal predictors of postinjury earnings losses and to develop an econometric model with which to predict these losses. Such a model may serve to establish formalized benefit criteria for earnings replacement and as an instru-

*Ongoing project—final report not yet available.

ment for achieving those standards consistently and efficiently.

### 5-064* PRIMARY GROUP RELATIONS, OCCUPATIONAL MOBILITY, AND ORIENTATION TO WORK

*UNIVERSITY OF CALIFORNIA*
*LOS ANGELES, CALIF.*

*Stephen Radecki, Doctoral Candidate*

*Grant 91-06-78-29*
*Project still in progress*

*Descriptors:* OCCUPATIONAL MOBILITY; WORK ATTITUDES; STATUS; MOTIVATION; ASPIRATIONS

This study will examine the relationship between individuals' primary social relations and their predilections toward occupational involvement and occupational mobility. There may be an inverse relationship between affiliation with close-knit "communal" type primary social groups and individuals' involvement in instrumental, goal-oriented behavior within the occupational sphere, with a concomitant reduction in achieved occupational mobility.

The aim of the study is to combine rigorous quantitative methods with qualitative methods previously employed to determine whether this phenomenon is not confined to any particular population nor specific to any research method. The survey will employ a seven-item social-network index of communal social relations, hypothesizing that involvement in communal relations will be related to individuals' feelings of powerlessness and inversely related to their aspirations for upward social mobility, achieved occupational mobility, and degree of identification with their work.

### 5-065* PUBLIC POLICIES AT LOGGERHEADS: THE EFFECT OF EQUAL EMPLOYMENT OPPORTUNITY LEGISLATION ON UNIONS

*CORNELL UNIVERSITY*
*ITHACA, N.Y.*

*Elizabeth C. Wesman, Doctoral Candidate*

*Grant 91-36-79-19*
*Project still in progress*

*Descriptors:* UNIONS; AFFIRMATIVE ACTION PLANS; ASSESSMENT AND EVALUATION

This research will examine the organizational and public policy implications of equal employment opportunity legislation, cases, and consent decrees and of affirmative action mandates for unions and their internal processes.

The investigator will interview leaders and members of the Brotherhood of Railway, Airline, and Steamship Clerks (BRAC) and officials of several other unions; examine collective-bargaining agreements and inhouse union literature; and send a questionnaire to some 600 union members, selected to include persons in all job categories and representative numbers of men, women, and minorities. She will use econometric techniques to analyze the data.

The objective is to identify problem areas and suggest ways to avoid potential conflict among union members, between members and their union, and between the union and its political environment.

### 5-066* QUALITY ADJUSTMENT IN LABOR MARKETS IN RECESSION

*THE UNIVERSITY OF MICHIGAN*
*ANN ARBOR, MICH.*

*John A. Gardner, Doctoral Candidate*

*Grant 91-26-78-53*
*Project still in progress*

*Descriptors:* LABOR MARKET; UNDEREMPLOYMENT; BUSINESS CYCLE; UNEMPLOYMENT/INFLATION TRADEOFF; WAGE STRUCTURE; PROBABILITY MODELS

Labor markets adjust to downturns in the economy not only with increases in unemployment but also with increases in underemployment. Because of cutbacks in demand, some workers are forced to accept jobs with less pay, responsibility, and prestige than they would have in normal times. This research will attempt to estimate the extent of this adjustment—or skidding—to lower jobs as the economy declines.

The study will use time series data from the Commerce Department's Continuous Work History Sample and from the Michigan Panel Study. The researcher will analyze job changes, defining downward adjustments as those resulting in either lower earnings or less stable employment. He will then construct an econometric model to estimate the probability of a downward adjustment, given certain individual and work-related characteristics.

The main policy use of this research will be the possibility of quantifying the underemployment and unemployment effects of a recession. Such a measure would show the extent to which adult men suffer income losses from economic downturns, even while maintaining a low unemployment rate as a group. Other policy implications include a better understanding of labor market adjustment mechanisms and the flow patterns from industry to industry and occupation to occupation during different cycles of the economy.

### 5-067* ROLE AMBIGUITY AND CONFLICT IN MANAGERIAL REPORTING CHAINS

*NEW YORK UNIVERSITY*
*NEW YORK, N.Y.*

*Victoria Berger-Gross, Doctoral Candidate*

*Grant 91-36-79-38*
*Project still in progress*

*Descriptors:* INDUSTRIAL MANAGEMENT; JOB SATISFACTION; WORK ATTITUDES; INDUSTRIAL RELATIONS; QUALITY OF EMPLOYMENT

The study will look at role ambiguity and role conflict among managers in private industry. Data for the study will be drawn from an already-completed survey of first-, second-, and third-level managers in a large American manufacturing firm. The data include completed mail questionnaires from 2,443 company employees in managerial positions. The researcher will develop measures of job-related tension and job satisfaction and investigate the determinants of role ambiguity.

The hypothesis to be tested is that job tenure, organizational function, supervision/subordinate similarities, workload, and promotional uncertainty are all related to role ambiguity among managers. The findings are expected to have implications for policies concerning job satisfaction, production, and worker-management relations.

### 5-068* Rural Female Labor Force Participation

*UNIVERSITY OF CALIFORNIA*
*DAVIS, CALIF.*

*Christine R. Heaton, Doctoral Candidate*

*Grant 91-06-78-25*
*Project still in progress*

*Descriptors:* LABOR FORCE PARTICIPATION; WOMEN; ECONOMIC WELFARE

This study is designed to explore the determinants of rural female labor force participation in the United States. The objectives are threefold: (1) To explore differences in female labor force participation rates between counties and over time; (2) to examine the stability of female labor force participation rates over time; and (3) to explore the experiences of labor force participants by tracking individuals over time.

Data from the 1960 and 1970 censuses will be used to explore the determinants of female labor force participation. The stability of female labor force participation behavior overtime will be examined using a dynamic Markov chain model. Differences in the strength of female labor force attachment will be investigated through the use of econometric techniques and descriptive statistics.

Findings of this research should provide information to facilitate the development of effective national and rural growth strategies designed to enhance the welfare of the rural population.

### 5-069* School, Family, and Work Experience of Young Women

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Nancy A. Garvey, Doctoral Candidate*

*Grant 91-36-77-22*
*Project still in progress*

*Descriptors:* EARNINGS; YOUNG WOMEN; NATIONAL LONGITUDINAL SURVEYS; CAREER CHOICE; CAREER GOALS

This study is exploring the factors that determine the starting wages and wage growth of young women. Beginning with an analysis of the early wage experience of a sample of young women (aged 14 to 24, as of Jan. 1, 1968), the investigator will determine whether there are any differences between them and a similar group of young men in the levels of their starting wages and in the rates of growth of their earnings. If differences are uncovered, the reasons for them will be explored, with particular attention to the possible effects of discrimination and variations in the acquisitions of skills by members of the two groups. A further comparison of the earnings experience of the sample of young women with the experience of women at a later stage of the life cycle is expected to provide some information on whether there has been any change in skills levels acquired or the kinds of careers chosen.

Data for the study will be derived from the National Longitudinal Surveys of young women (1968-72), young men (1966-71), and older women (1967-69, 1971). Other variables to be considered are field of study in school, general health, marital status, number of children, and expected length of time in the labor force.

Findings from the study are expected to assist young women in making intelligent career choices and will be of value to vocational guidance counselors, as well as educators and government administrators.

### 5-070* The Social and Occupational Mobility of Male Workers Employed in Female Professions: An Exploratory Study

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Daniel Burrell, Jr., Doctoral Candidate*

*Grant 91-55-79-42*
*Project still in progress*

*Descriptors:* OCCUPATIONAL MOBILITY; MEN; BLACKS; ECONOMIC ANALYSIS AND ECONOMETRICS

This research will examine the social and occupational mobility of male employees working in traditionally female professions. It will devote particular attention to the mobility of men in social work and of black men.

Using data from the merged replicated study of Occupational Change in a Generation, the investigator has identified five major female professions and, for comparison, six traditionally male professions of similar status. To measure the social and occupational mobility of men employed in the female professions, he will compare their socioeconomic backgrounds and mobility with those of men employed in the male professions. Econometric analytical techniques will be used in the analysis.

The findings should be useful to those recruitment and training workers for female professions, by helping them select suitable trainees and design effective training.

*Ongoing project—final report not yet ava[illegible].

**5-071* SOCIAL CONSEQUENCES OF WORK RATIONALIZATION FOR THE OCCUPATIONAL ROLE AND JOB SATISFACTION OF LEGAL SECRETARIES**

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Mary M. Garcia-Rivera, Doctoral Candidate*

*Grant 91-36-78-18*
*Project still in progress*

*Descriptors:* WORK ATTITUDES; JOB SATISFACTION; AUTOMATION; CLERICAL OCCUPATIONS

The study will provide qualitative and quantitative data on the work attitudes and behavior of legal secretaries and investigate and document the effects of automation and work reorganization on their job satisfaction and the nature of the occupation.

The researcher will gather data for the study from interviews with managers of the personnel agencies used by a single large firm making major technological-organizational changes as a result of the introduction of word processing; content analysis of personnel memorandums, secretarial manuals, and work processing manuals; and a panel study of 60 secretaries in the firm, plus a survey of visual display computer terminal operators responsible for the text-editing and copy system.

Work from this study is expected to contribute to knowledge on the consequences of social change—specifically the social effects of technological innovation and the work reorganization it generates—for both the occupational role and job satisfaction of legal secretaries. Specifically, the research should broaden scholarly concern with the effects of work reorganization beyond its traditional blue-collar focus.

**5-072* THE SOCIAL COSTS OF UNEMPLOYMENT: A STUDY OF LAID-OFF NEW YORK CITY MUNICIPAL EMPLOYEES**

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Martin D. Hanlon, Doctoral Candidate*

*Grant 91-36-77-27*
*Project still in progress*

*Descriptors:* UNEMPLOYMENT; UNEMPLOYED; JOB LOSS; LAYOFFS; EMPLOYMENT TERMINATION

The study is attempting to measure the psychological and health "costs" of New York municipal layoffs by means of a sample survey of several hundred laid-off city employees. Three questions will be addressed: (1) How does level of economic deprivation, perceived and objective, affect mental and physical health following job loss? (2) What "mix" of public and private resources do individuals use in dealing with unemployment? (3) Are individuals with strong social support networks less likely to suffer stress-related illnesses than are more isolated individuals?

Random samples of 100 individuals will be selected from each of four occupational groupings within the population of ex-New York City municipal employees—police, nonprofessional hospital workers, teachers, and middle managers. Questionnaires will be administered and appropriate multivariate procedures, including analysis of variance and factor analysis, will be used.

**5-073* THE SOCIAL IMPACT OF INDUSTRIALIZATION ON THE SKILLED SECTOR OF THE WORK FORCE: THE ARTISANS OF PHILADELPHIA 1850-1886**

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Leonard S. Wallock, Doctoral Candidate*

*Grant 91-36-77-44*
*Project still in progress*

*Descriptors:* TECHNOLOGY AND TECHNOLOGICAL CHANGE; SKILLED WORKERS; SOCIOLOGICAL FACTORS

This project is a historical study investigating the social and psychological impact of skill dilution on the artisans in Philadelphia from 1850 to 1886. The major variables considered are changes in the labor process and technology brought about by industrialization and patterns of employment, income, household composition, education, residence, marriage, and political behavior among artisan families by craft, ethnicity, generation, and age.

The methodological approach involves multivariate analysis of computerized census data and research in historical sources. A sample of firms and artisans will be drawn from the shoemaking, printing, furnituremaking, and iron and steel industries.

This research should contribute to an increased understanding of behavior influenced by sociocultural factors, particularly the effect of technology and declining skills on the working-class head of household, family, and community.

**5-074* SOCIAL TRANSFORMATIONS, ECONOMIC-POLITICAL STRATEGIES, AND ETHNICITY: A STUDY OF CAPE VERDEANS IN A SOUTHEASTERN NEW ENGLAND LOCALITY**

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Laura P. Houston, Doctoral Candidate*

*Grant 91-36-79-29*
*Project still in progress*

*Descriptors:* ETHNIC GROUPS; SOCIODEMOGRAPHIC CHARACTERISTICS; SOCIAL STRUCTURE; SOCIAL CHANGE

This study will focus on a small town (Wareham, Mass.) undergoing economic change and the policies and

strategies devised to mitigate the hardship caused by that change. In addition, the researcher will try to explain how local conditions and policies affect or are affected by ethnicity. More specifically, the major objectives of this research are: (1) To document the historical, technological, and demographic transformations in the locality, and how they have been related to regional change; (2) to find out how these changes have affected the objective position and definition of local population groups, especially persons of Cape Verdean descent; (3) to examine the emergence of this group's feelings of ethnic identity in relation to the material conditions of the group and to the recent independence of Cape Verde; and (4) to find out whether economic policies have affected the group's competitive advantage and, if so, what the effect has been.

The results of this research should contribute to better understanding of the effects of specific economic strategies on particular localities and ethnic groups.

### 5-075* Structural and Subjective Correlates of Work, Authority, and Organization in the Construction Industry

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Marc L. Silver, Doctoral Candidate*

*Grant 91-36-79-02*
*Project still in progress*

*Descriptors:* COLLECTIVE BARGAINING; ALIENATION; CONSTRUCTION INDUSTRY

This study examines the consequences for individual workers of organizational structures and authority relationships in the construction industry. The investigator will assess the interrelationships among the working conditions and the orientations and attitudes of construction workers through a survey of a representative sample of unionized workers in the Northeast.

A random sample of 1,500 persons will be drawn from the membership of 60 local unions, representing 23 trades, affiliated with a central building and construction trades council. The sample will consist of rank-and-file members drawn from each local union. In addition, the highest ranking official or representative of each local union will be surveyed. The investigator will analyze the data using appropriate multivariate techniques, including multiple regression, path analysis, and factor analysis.

The examination of structural conditions and patterned relationships within the construction industry is expected to provide insights helpful to the resolution of a number of policy-relevant issues, particularly increasing productivity and efficiency in the construction process, implementing affirmative action programs, and improving the quality of working life.

### 5-076* The Structure of Mobility: An Alternative Approach to the Study of Social Mobility and Achievement

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*C. Matthew Snipp, Doctoral Candidate*

*Grant 91-55-79-15*
*Project still in progress*

*Descriptors:* OCCUPATIONAL MOBILITY; SOCIAL STRUCTURE; STATUS; ECONOMIC ANALYSIS AND ECONOMETRICS

The central concern of this research is to understand the factors that lead to achievement or lack of achievement within some type of social mobility structure. In the study, occupation is viewed as the vehicle of social mobility.

Specifically, the study will attempt to identify and estimate the effects of social structure on mobility and achievement. The research will consist of three phases. First, the researcher will review the literature, particularly segmented labor market theory, to identify and describe the structure of mobility. Second, he will identify the factors that lead to the initial location of individuals in the mobility structure and, third, examine the factors that contribute to achievement within this structure. The researcher will apply econometric analytical techniques to three data sets—the 1962 Occupational Changes in a Generation, the National Longitudinal Surveys, and a data file on respondents to a panel survey in Lenawee County, Mich.

The research seeks to develop a sociological rather than an economic perspective on socioeconomic achievement.

### 5-077* Substitution Between Wage and Nonwage Benefits: The Impact of Public Sector Unionism on the Level and Mix of Total Compensation

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Stephen A. Woodbury, Doctoral Candidate*

*Grant 91-55-79-14*
*Project still in progress*

*Descriptors:* UNIONS; FRINGE BENEFITS; WAGES; PUBLIC SECTOR; ECONOMIC ANALYSIS AND ECONOMETRICS; COLLECTIVE BARGAINING

This study will use newly avaliable public sector micro data to explore three issues: (1) The degree of substitution between wage and fringe benefits in public sector employment; (2) the possibility that collective bargaining in the public sector has changed the wage/nonwage benefits mix; and (3) whether collective bargaining has changed the level of wage and nonwage benefits in the public sector.

*Ongoing project—final report not yet available.

Multievaluation econometric models will be constructed, using data from the Bureau of the Census Survey of Government Employment and Survey of Government Finances and the Labor-Management Services Administration's Labor Relations File for Public Employment. The work should add to knowledge of worker preferences for wages and fringe benefits and of the impact of public employee unions.

### 5-078* TECHNOECONOMIC AND TECHNOLOGICAL CHANGE IN TWO ARCTIC COMMUNITIES

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*John Mark Oudine, Doctoral Candidate*

*Grant 91-36-75-30*
*Project still in progress*

*Descriptors:* CHRONICALLY UNEMPLOYED; ESKIMOS; LIFESTYLES; PARTICIPANT-OBSERVER METHODOLOGY; SOCIAL INDICATORS; SOCIOLOGICAL FACTORS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; ALASKA

The concerns of this study are with the documentation and analysis through research observation of the impact of technological progress on Eskimo minorities of northern Alaska. Research will provide information relevant to training programs directed toward improving the conditions of chronically underemployed Alaskan Eskimos. Moreover, it will point out areas of technological competence that could meet labor requirements of current and future industrial and developmental projects.

The research centers on the delineation of sociocultural factors present in the Eskimo society which are concomitants of technological progress and, conversely, the sociocultural factors which can be shown to have retarded the introduction of technological elements.

### 5-079* THE TRAINING OF FOREIGN HOUSE STAFF

*YALE UNIVERSITY*
*NEW HAVEN, CONN.*

*Cheryl Maureen Searle, Doctoral Candidate*

*Grant 91-09-77-05*
*Project still in progress*

*Descriptors:* HEALTH OCCUPATIONS; PHYSICIANS; TRAINING PRACTICES; RACIAL DISCRIMINATION

The study is a comparative analysis of the supervision and responsibility given to foreign- and U.S.-trained medical school graduates. Americans and foreign nationals trained in foreign medical schools and Americans trained in U.S. medical schools are being studied to assess the impact of racial and cultural differences on the intensity of supervision and degree of responsibility given to these groups.

Data are being obtained from observations and interviews of hospital resident and supervisory staff.

### 5-080* UNEMPLOYMENT INSURANCE AND SELF-INSURANCE: AN ANALYSIS OF WORKERS' DEMAND FOR COVERAGE AND EXPOSURE TO UNEMPLOYMENT RISKS

*THE UNIVERSITY OF MICHIGAN*
*ANN ARBOR, MICH.*

*Andrea L. Long, Doctoral Candidate*

*Grant 91-26-79-23*
*Project still in progress*

*Descriptors:* UNEMPLOYMENT INSURANCE; ASSESSMENT AND EVALUATION; ECONOMIC ANALYSIS AND ECONOMETRICS

This research will test the hypotheses that: (1) Unemployment insurance (UI) provisions, employment loss, and risk propensity are simultaneously determined in labor markets; (2) more generous benefits and higher measures of self-protection are demanded in markets with large means and variance in unemployment rates than in other markets; and (3) UI demand increases in response to reductions in the State UI price (tax/payment ratio per dollar of taxable wages), induced by the presence of Federal supplement triggers and Federal loans to States' depleted funds.

Another objective of this research is to correct the spurious correlation among earnings before a spell of unemployment, weekly benefits, and earnings after an unemployment spell. More specifically, the study will develop a model of individual employment choices among differentially uncertain industries and occupations, given the availability of a specific UI contract, probabilities of risk, and prior decisions about self-insurance accumulation.

Finally, the study will extrapolate the corrected econometric estimates of the effect of the State UI programs on the civilian unemployment rate to their effect on the insured unemployment rate.

### 5-081* UNEMPLOYMENT INSURANCE, DEMAND VARIATION, AND TEMPORARY LAYOFF UNEMPLOYMENT: A THEORETICAL AND EMPIRICAL ANALYSIS

*UNIVERSITY OF CALIFORNIA*
*LOS ANGELES, CALIF.*

*David M. Zulli, Doctoral Candidate*

*Grant 91-06-79-39*
*Project still in progress*

*Descriptors:* UNEMPLOYMENT INSURANCE; LABOR DEMAND; LAYOFFS

This research will examine the relationship between unemployment insurance (UI) and unemployment. It will test the hypothesis that the method of financing UI encourages layoffs and thus increases unemployment. Data on individuals' employment status, earnings, etc., will be taken from either the Current Population Survey or the Michigan Panel Study of Income Dynamics. The data

will be pooled across States and over time. Probit regression analysis will be used to estimate the relationship between aspects of the UI system and unemployment resulting from temporary layoffs. Two variables are to be constructed for use in the regressions: (1) A measure of experience rating and (2) an industry-specific demand independent variable.

An understanding of how unemployment insurance affects layoff behavior and thus unemployment is essential to evaluating the various State UI systems. If the study finds that unemployment insurance tends to increase unemployment, knowledge of this relationship could be an essential factor in decisions on how to restructure State UI systems.

### 5-082* WAGE LABOR AND URBAN CHICANO ADAPTATION

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Catherine V. Jucius, Doctoral Candidate*

*Grant 91-55-74-30*
*Project still in progress*

*Descriptors:* CHICANOS; SPANISH-SPEAKING AMERICANS; WAGE EARNERS; WAGES; URBAN AREAS; SOCIAL RELATIONSHIPS; NEW MEXICO, SILVER CITY

This research is focusing on urban Chicano employees in Anglo enterprises to provide information on economic strategies involved in urban Chicano adaptation and related social patterns in the Chicano and Anglo communities.

The researcher will take up residence in a Chicano neighborhood in New Mexico and conduct casual interviews with Chicano residents over a period of several months. Other procedures include researching historical and administrative documents and attending Chicano meetings and other functions.

### 5-083* WOMEN STOCKBROKERS: PERFORMANCE AND INTEGRATION IN THE NEW YORK FINANCIAL COMMUNITY

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Carol A. Finkelstein, Doctoral Candidate*

*Grant 91-36-78-03*
*Project still in progress*

*Descriptors:* MALE/FEMALE; CAREER GOALS; OCCUPATIONAL INFORMATION; NEW YORK, NEW YORK

The study will examine similarities and differences between female stockbrokers and their male counterparts with respect to career paths, job performance, and work satisfaction, ways in which they define their occupation, networks in which they participate, and their personal and family adjustments.

The analysis will utilize the intensive focused interview on a sample of female stockbrokers using a "snowball" technique because of the impossibility of obtaining a statistically random sample. A matched sample of male stockbrokers will be used as a comparison group.

Findings are expected to be useful to women currently entering this particular job market, in the management of brokerage houses, particularly in the design of their training policies, and to elicit answers to the more generic problem that involves outgroups gaining access to positions traditionally closed to them.

### 5-084* WORK AND THE ORGANIZATION OF LIFESTYLE: IMPLICATIONS FOR JOB RETENTION

*SAINT LOUIS UNIVERSITY*
*ST. LOUIS, MO.*

*Joseph F. Greer, Jr., Doctoral Candidate*

*Grant 91-29-71-50*
*Project still in progress*

*Descriptors:* SOCIAL REINFORCEMENT; LIFESTYLES; JOB RETENTION; UNEMPLOYED; WORK ATTITUDES; ATTITUDES; MEN

This study is attempting to relate the job tenure of a marginal worker to the employment characteristics of his closest friends, his wife's description of him, and his self-concept. The sample consists of 150 married men, living with their wives, who after 2 weeks or more of unemployment apply for work through the New York State employment service office in Olean.

As soon as a subject is placed in a job, he and his wife are asked to write 20 statements which characterize the worker and to list the names and employment characteristics of his 10 closest friends. Each worker is contacted again 7 and 40 weeks after placement and the same information elicited. The researcher postulates that the greater the proportion of employed friends and of work-oriented statements he and his wife make about him, the longer his job retention; and the longer his unemployment, the lower the proportion of work-oriented statements and the more unemployed friends he will name.

## 5C. SMALL-GRANT RESEARCH PROJECTS

NOTE: This program was discontinued at the end of the fiscal year 1979. Scholars interested in submitting R&D proposals can submit them to the Office of Research and Development following the Guidelines for Submission of Research and Development Proposals Under CETA (see Appendix). Research grants described in this section are those active projects initiated and administered by ETA through the end of fiscal year 1979.

*Ongoing project—final report not yet available.

**5-085* AN ANALYSIS OF THE PERSONAL DISTRIBUTION OF UNEMPLOYMENT BY FREQUENCY OF SPELLS OF UNEMPLOYMENT AND AVERAGE DURATIONS OF SPELLS OF UNEMPLOYMENT**

*UNIVERSITY OF CALIFORNIA INSTITUTE OF BUSINESS AND ECONOMIC RESEARCH*
*BERKELEY, CALIF.*

*Dr. George Akerlof*

*Grant 91-06-78-27*
*Project still in progress*

*Descriptors:* UNEMPLOYMENT; LABOR MARKET BEHAVIOR; BUSINESS CYCLE; LABOR MARKET

This study will examine the incidence of unemployment among a wide range of population groups and workers with a variety of personal characteristics. It will concentrate on people and their unemployment experience—rather than on the impersonal categories employment, unemployment, and not in the labor force. The researcher will also indicate how unemployment is divided into spells and the expected duration of these spells at any point in the business cycle.

Analyses will be based on data from the National Longitudinal Survey of a cohort of men aged 45 to 59 years in 1966.

**5-086* BIOGRAPHICAL PREDICTION INSTRUMENT**

*THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION*
*COLUMBUS, OHIO*

*Dr. Edwin Cornelius, III and David Van De Voort*

*Grant 91-39-79-18*
*Project still in progress*

*Descriptors:* TESTING; ASSESSMENT AND EVALUATION; HIRING PRACTICES

The major objective of this study is to develop a biographical data instrument (TRAEX for TRAining and EXperience) that is responsive to the legal, ethical, and preferential issues involved in the use of biodata for personnel selection. The study will try to determine the predictive validity of the TRAEX and compare its validity with that of a typical biographical information blank used in industry. It will also compare the two as to adverse impact on women and minorities, faking of responses, and effective reactions of the respondents.

The investigators will use measures derived from job analysis data collected as part of the study to evaluate 300 employees of Ohio State University who were selected or promoted on the basis of biodata prediction methods. They will also measure the reactions of 100 university students to test items during a controlled laboratory experiment. Respondent reactions will be measured from specific items in the test instruments; and cultural fairness will be assessed via differential regression analysis.

The results of this study will specify classes of items for inclusion in biographical prediction instruments. Use of these techniques should enable employers to reduce the risk of negative respondent reaction, with increased accuracy of collected data.

**5-087* DETERMINANTS OF AMERICAN INDIAN AND ALASKA NATIVE EARNINGS, LABOR FORCE PARTICIPATION, AND LABOR SUPPLY**

*BOSTON COLLEGE*
*CHESTNUT HILL, MASS.*

*Dr. Ronald L. Trosper*

*Grant 91-25-79-11*
*Project still in progress*

*Descriptors:* ECONOMIC ANALYSIS AND ECONOMETRICS; INDIANS; LABOR FORCE PARTICIPATION; LABOR SUPPLY; EARNINGS

The principal objectives of this research are to estimate the wages and labor force participation of American Indians and compare their wage and participation levels with those of blacks and whites. The study will try to determine: (1) If returns to education are higher or lower for Indians than for whites and blacks; (2) whether age-earnings profiles are flatter for Indians than for whites and blacks; (3) if returns to education are higher for Indians in standard metropolitan statistical areas than for other Indians; (4) if the relationship between education and labor force participation is stronger for Indians than for non-Indians; (5) whether the number of potential workers per household has a greater effect on participation rates for Indians than for others; and (6) if a greater incidence of health problems lowers the labor force participation of Indians. Similar analyses will be made separately for Alaska natives. Multiple regression and other econometrical techniques will be applied to data drawn from the U.S. Bureau of the Census public use tape of the Survey of Income and Education, 1978.

The researcher hopes to fill a void in the literature on American Indians and Alaska natives and on the comparative positions of minority races in the United States.

**5-088* THE DEVELOPMENT OF A UNION IN THE HOSPITALS: THE INTERACTION OF DISTRICT 1199 WITH VOLUNTARY HOSPITAL WORKERS, 1948-1973**

*RESEARCH DEPARTMENT DISTRICT 1199—NATIONAL UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES*
*NEW YORK, N.Y.*

*Dr. Brian Greenberg*

*Grant 91-36-77-21*
*Project still in progress*

*Descriptors:* UNIONIZATION; HOSPITALS; HEALTH OCCUPATIONS; UNION IMPACT

This study is evaluating the difficulties and impact of organizing the employees in the voluntary hospitals of New York City over a 25-year period, 1948 to 1973. The study will consider the union's progress from the early organizing attempts to the creation of a national hospital workers union, with respect to both the workers' own efforts and the changing nature of the workplace. The objectives of the research are to examine: (1) Why and how workers organized; (2) the impact of unionization on the hospital work force and its manpower policy; and (3) the interrelation of unionism and public economic policy.

Sources will include transcripts of indepth interviews with participants in the unionization process (workers, union staff, hospital supervisors and administrators, and relevant public figures); material from the union's archives, public records, including newspapers and government documents; and hospital records.

The study is expected to provide additional insight into the political and institutional developments of the health services system.

## 5-089* THE EFFECTS OF EMPLOYMENT LOCATION AND SCHEDULING OF WORK SHIFTS ON WOMEN'S ECONOMIC OPPORTUNITIES

*THE UNIVERSITY OF PENNSYLVANIA*
*PHILADELPHIA, PA.*

*Dr. Janice Fanning Madden*

*Grant 91-42-78-31*
*Project still in progress*

*Descriptors:* COMMUTING; WORK SCHEDULES; WOMEN; LABOR FORCE PARTICIPATION

The purpose of this study is to analyze and measure: (1) The effect of commuting distances and work hours on the wages and job classifications of women with different racial, household, and personal characteristics; (2) the effect of firm location and the scheduling of work hours on the racial and sexual characteristics of the firm's work force; and (3) the effect of differences in the work schedules of husbands and wives on the assignment of household tasks within the family.

The household decisionmaking model of labor supply will include choice of work hours, job location, and residential location and will be used to estimate the influence of location and time on the labor supply of women workers. Using data from both the University of Michigan's Panel Survey of Income Dynamics and the Study of Americans' Use of Time, the researcher will estimate the locations and times at which women in various types of households and occupations are available for work. These empirical results will be used to analyze the wage elasticities of labor supply and the effects of various possible changes in work schedules and home and job locations on labor supply and on the household division of labor.

## 5-090* EMPLOYMENT AND INCOME PROJECTIONS FOR PUERTO RICO IN THE 1980'S

*IOWA STATE UNIVERSITY*
*AMES, IOWA*

*Dr. Richard Weisskoff*

*Grant 91-19-77-31*
*Project still in progress*

*Descriptors:* PUERTO RICANS; LABOR SUPPLY PROJECTIONS; ECONOMIC FORECASTING

The goals of this research are: (1) To make employment projections through the 1980's under alternative growth paths; (2) to compare these employment alternatives with different population projections made under realistic assumptions about return migration; and (3) to sample urban and rural families to test the stability of expenditure coefficients derived from a 1963 budget survey.

Previous work resulted in a multisector input-output simulation model. This study will utilize several economic indexes and indicators from the input-output model. These indicators include occupation-by-industry classification, family income distribution, and wholesale and retail price indexes.

This research should provide direction to those planning policies to combat unemployment in Puerto Rico. Proposed changes in employment and income policies to stimulate economic growth are also anticipated.

## 5-091* FACTORS INFLUENCING ROLE-INNOVATIVE CAREER STRIVING IN BLACK AND WHITE WOMEN

*HOWARD UNIVERSITY*
*WASHINGTON, D.C.*

*Dr. Martha T. Mednick, Department of Psychology*

*Grant 91-11-76-48*
*Project still in progress*

*Descriptors:* OCCUPATIONAL CHOICE; CAREER ASPIRATIONS; CAREER CHOICE; WOMEN

The object of this study is the comparison of the effects of a set of cognitive and motivational factors on career strivings in black and white college women. A sample of college junior and senior women is being selected on the basis of their aspirations to traditional, moderately innovative, or innovative careers. They will be given a questionnaire containing measures of sex role, self-concept, approach and avoidance achievement motives, levels of expectancy for success, and casual contributions about success and failure.

*Ongoing project—final report not yet available.

### 5-092* The Impact of Institutional Rules and Nonunion Competition on the Union Construction Labor Market

*UNIVERSITY OF PENNSYLVANIA*
*PHILADELPHIA, PA.*

*Dr. Jeffrey M. Perloff*

*Grant 91-42-77-33*
*Project still in progress*

*Descriptors:* UNIONS; INSTITUTIONAL CHANGE; NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR

The object of this research is to improve understanding of how institutional rules affect the composition of union and nonunion labor markets and how the composition, in turn, determines the union-nonunion wage differential. The impact of contract clauses and licensing laws on local markets will be analyzed for their effect in restricting nonunion competition. The restrictive laws and clauses can result in either nonunion competition or large wage differentials.

Maximum likelihood statistical techniques will be used to estimate the impact of institutional rules and licensing laws on competition in construction labor markets and on wage differentials. Data sources include the Current Population Survey, National Longitudinal Survey, and the Income Dynamics Panel Study. Increased understanding of the nonunion competitive role in local labor markets should improve predictions of future wage changes. Analysis of the characteristics of workers switching industries in response to declining activity in the construction industry should contribute to a better understanding of similar changes in other sectors.

### 5-093* Job Relocation Among College Professors: Background Characteristics and Labor Market Effects

*THE RESEARCH FOUNDATION OF THE CITY UNIVERSITY OF NEW YORK*
*NEW YORK, N.Y.*

*Dr. Robert E. Kapsis and Dr. Paul Blumberg*

*Grant 91-36-78-51*
*Project still in progress*

*Descriptors:* LABOR FORCE BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; JOB SEARCH; JOB LOSS; UNIVERSITY OCCUPATIONS

The objectives of the study are: (1) To describe the types of jobs acquired by dismissed faculty and to determine the proportion who have left academic life altogether; (2) to isolate the factors that influence or predict whether an instructor leaves academia; (3) to determine the extent to which laid-off instructors currently employed in a nonacademic setting and those who have regained full-time academic employment differ in attitudes and psychology; and (4) to consider objectives 1 through 3 from the perspective of how an academic discipline's relationship to both the academic and the nonacademic labor markets may influence the job-relocation process.

To reach these objectives, the investigators sent a 91-item mail questionnaire in the fall of 1977 to 585 full-time teaching faculty at The City University of New York who were dismissed from their jobs in August 1976. The questionnaire probed for detailed information on such factors as job history, academic productivity, educational qualifications, and psychological well being. Both path analytic and cross-tabulation procedures will be used to analyze the survey data.

The study should provide insight on the ways dismissed faculty regain academic employment and the sociopsychological characteristics of those who do not return.

### 5-094* Labor Market Effects on Female Labor Force Participation

*THE UNIVERSITY OF ILLINOIS*
*URBANA, ILL.*

*Linda J. Waite and Ross M. Stolzenberg*

*Grant 91-17-79-21*
*Project still in progress*

*Descriptors:* FEMALES; LABOR FORCE PARTICIPATION; ECONOMIC ANALYSIS AND ECONOMETRICS

This research will investigate various hypotheses about the ways in which labor market factors intensify or weaken the effects of individual economic, social, and demographic characteristics on women's labor force participation. The empirical part of the investigation will be carried out in two phases. First, the investigators will estimate the parameters of an individual-level model of female labor force participation for each of 409 county groups in the United States. Data used for this analysis will be the Bureau of the Census one-in-a-hundred county group public use data file. The results of these 409 separate analyses will indicate the effect of various individual characteristics on probability of labor force participation for women in *each county group*. Second, the study will test hypotheses about the relationship between the labor market characteristics of the county groups and the impact the individual characteristics of women in those areas. Data for this second phase of the analysis will be drawn from the results of the first-phase analysis, the *County and City Databook*, and the same public use sample data used in the first phase. Findings are expected to be useful to local planners trying to design or evaluate employment and training programs suited to the needs of their areas.

### 5-095* Labor Market States and Labor Market Experience

*UNIVERSITY OF CALIFORNIA*
*BERKELEY, CALIF.*

*Dr. George A. Akerlof*

*Grant 91-06-79-33*
*Project still in progress*

*Descriptors:* UNEMPLOYMENT; LABOR MARKET BEHAVIOR; BUSINESS CYCLE

This project will carry out a study designed to challenge the use of statistics on turnover of labor market states as a summary of labor market behavior. The investigator argues that statistics on individuals should be used instead. As an application of this idea, the study will indicate that, although turnover statistics show that jobs and unemployment are of short duration, nevertheless most persons spend most of their working lives in jobs of long duration, and, similarly, the jobless spells of most unemployed persons are of long duration. Another part of the study will propose a theory of the business cycle suggesting that a recession is associated not only with high unemployment but also with an increase in the average duration of the jobs unemployed workers are leaving.

Consequently, the study will examine the hypothesis that high unemployment is associated not only with a large number of persons out of work but also with the loss of jobs of long tenure. To do so, it will look at statistics on individuals rather than labor market states.

## 5-096* LABOR MOBILITY AND INCOME CHANGE

*NORTHWESTERN UNIVERSITY*
*EVANSTON, ILL.*

*Dr. George E. Delehanty, Department of Economics*

*Grant 91-15-70-12*
*Project still in progress*

*Descriptors:* LABOR MOBILITY; INCOME DIFFERENTIALS; GEOGRAPHIC MOBILITY; INDUSTRIAL MOBILITY; INTERFIRM MOBILITY

This study is analyzing the relationship between geographic, industrial, and employer mobility and income for workers grouped by age, race, and sex. Using data on work and earnings in a 1-percent, employer-employee subsample of Social Security Administration records for 1959-63, the study is attempting to find out by how much, for whom, and through what processes income change is related to labor mobility.

## 5-097* MEASUREMENT OF ROLE MODEL CHARACTERISTICS

*GEORGE PEABODY COLLEGE FOR TEACHERS*
*NASHVILLE, TENN.*

*Dr. Barbara Strudler Wallston*

*Grant 91-47-77-38*
*Project still in progress*

*Descriptors:* ROLE MODELS; WOMEN; TRANSITION FROM SCHOOL TO WORK

The objective of this research is to develop and validate role models, or behavior patterns, for women. These role models, of which valuing, encouraging, and receiving support from women have been selected as being most crucial in influencing women's career decisions, allow for consolidating individual characteristics and support forms that affect the career selections of women. Each role model measures and incorporates an increasing degree of support, from silent approval to active encouragement, by women for other women.

Two groups of women, one composed of graduate students and the other of working women, will provide the data base. A modified, multitrait, multimethod matrix approach will be utilized in validating each role model.

The application of these models should facilitate women's transition from school to work, assist women in returning to the work force, and encourage women to train for professional roles.

## 5-098* A MICROECONOMIC ANALYSIS OF VOLUNTARY LABOR MOBILITY

*CORNELL UNIVERSITY*
*ITHACA, N.Y.*

*Olivia S. Mitchell*

*Grant 91-36-79-37*
*Project still in progress*

*Descriptors:* LABOR MARKET BEHAVIOR; LABOR MOBILITY; ECONOMIC ANALYSIS AND ECONOMETRICS

This project will use econometric techniques to analyze the demographic, human capital, and institutional determinants of worker quit behavior in the United States. The regression analyses will be performed on a new panel data set from the Michigan Survey Research Center, which provides information on individual workers and the nonwage fringe benefits available at their places of employment. The project will evaluate econometric quit models incorporating worker and firm-level information and develop a general method of estimating the costs of job changing accounted for by firm-specific skills and nonwage fringe benefits.

## 5-099* MIDLIFE CAREER CHANGE: PATTERNS OF COPING RESPONSE TO TRANSITIONS IN EMPLOYMENT

*UNIVERSITY OF MASSACHUSETTS*
*BOSTON, MASS.*

*Dr. Samuel Osherson, Department of Psychology*

*Grant 91-25-75-41*
*Project still in progress*

*Ongoing project—final report not yet available.

*Descriptors:* ADJUSTMENT; LIFESTYLES; MIDDLE-AGED WORKERS; OCCUPATIONAL MOBILITY; EMPLOYMENT PATTERNS

The object of this research is to provide insight into the process of midlife career change. A variety of adjustments are made by the individual in a job transition, and these adjustments can be potentially stressful events. Coping response theory will be combined with an ego functioning model to produce a model with 12 ego functions. Using this model, the researcher hopes to: (1) Determine the motivations underlying the decision to change careers at midlife; (2) understand sources of stress and difficulty in the process of midlife career change; and (3) assess adaptive and maladaptive patterns of coping response to this stress.

A clinical interview procedure will be used to obtain detailed life history information on individuals 40 to 60 years old who have changed careers. A content analysis will assess the level of ego functioning, both at the time of career change and at present.

## 5-100* Nonpecuniary Characteristics and the Decision to Change Jobs

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Ann P. Bartel*

*Grant 91-36-79-40*
*Project still in progress*

*Descriptors:* ADJUSTMENT; INCENTIVES; MOTIVATION; CAREER ASPIRATIONS; WORK ATTITUDES

This research is analyzing the effects of various job characteristics on an individual's decision to change jobs. The researcher is testing two models of decisionmaking to observe the sum of all pecuniary and nonpecuniary factors that enter into decisions to change jobs.

The study is using information from three data sets—the National Longitudinal Surveys of young and mature men, the 1972 Compensation Survey of the Bureau of Labor Statistics, and the 1973-77 Panel of the University of Michigan's Quality of Employment Survey.

The research findings should be useful to researchers, personnel managers, and public policymakers in deciding on issues related to job mobility, understanding the types of remuneration employees desire at different stages of their working lives, and responding to workers' concern for a safe working place.

## 5-101* Occupational Segregation by Sex: Determinants, Changes, and the Impact of Equal Employment Opportunity Laws

*RADCLIFFE COLLEGE, THE INSTITUTE FOR INDEPENDENT STUDY*
*CAMBRIDGE, MASS.*

*Andrea H. Beller*

*Grant 91-25-78-04*
*Project still in progress*

*Descriptors:* EQUAL EMPLOYMENT OPPORTUNITY ACT (1972); CAREER CHOICE; DISCRIMINATION; OCCUPATIONAL STRUCTURE

This study will examine the determinants and extent of occupational segregation by sex between 1967 and 1974, focusing attention on the effect of the enforcement of equal employment opportunity laws.

Primary data analysis on occupations of men and women and their economic and demographic characteristics will be based on information from the U.S. Census Bureau's Annual Demographic File of the 1975, 1972, and 1968 Current Population Surveys. The Current Population Survey-Occupational Change in a Generation Replicate Master File will be used to estimate biases that may arise by the omission of background factors.

The research is expected to illuminate such issues as policies on day care, career training grants, and incentives to employers (rather than penalties, as under the present laws).

## 5-102* Permanent Differences in Unemployment Rates and Permanent Wage Differentials

*UNIVERSITY OF FLORIDA*
*GAINSVILLE, FLA.*

*Dr. James D. Adams*

*Grant 91-12-79-41*
*Project still in progress*

*Descriptors:* UNEMPLOYMENT; WAGE RATES; LONGITUDINAL SURVEYS

This study will measure the effect of geographic differences in unemployment rates on wage rates. It will also investigate the sources of differences in individual probabilities of unemployment.

To isolate the effect of geographic differences in unemployment rates, the researcher will conduct a cross-sectional analysis of individual wages as a function of both individual and area characteristics. Individual variables to be held constant are education, labor market experience, union membership, health status, and marital status. Area variables include the tax subsidy for unemployment benefits, local cost of living, and the unemployment rate. Data will be drawn from the Michigan Panel Study of Income Dynamics and the National Longitudinal Survey of young men.

Study results are expected to provide evidence on the effects of unemployment and economic conditions on area wage rates.

## 5-103* The Personality and Attitudinal Characteristics of Career and Homemaking Oriented Women

*WAYNE STATE UNIVERSITY*
*DETROIT, MICH.*

*Dr. Robert A. Mendelsohn, Department of Psychology*

*Grant 91-24-68-29*
*Project still in progress*

*Descriptors:* ATTITUDES; MALE/FEMALE; CAREER PATTERNS; WOMEN; ATTAINMENT; ROLE MODELS; WORK ATTITUDES; ROLE CONFLICT

This investigation of personality characteristics, conceptions of masculine and feminine roles, and bases of self-esteem is an attempt to explain why so few of the women who work have jobs commensurate with their capabilities.

A sample of 1,500 women and 500 men who graduated from Wayne State University are being given a personality test and asked to answer a questionnaire concerning their marital status and work experience. The analysis is attempting to establish differences between those women who are actively engaged in careers and those who are predominantly or exclusively homemakers and between these two groups and the men.

## 5-104* A Pilot Study of Response to Job Offers as an Index of Labor Market Conditions

*STANFORD UNIVERSITY*
*STANFORD, CALIF.*

*Dr. Melvin W. Reder, Institute of Public Policy Analysis*

*Grant 91-05-70-44*
*Project still in progress*

*Descriptors:* PILOT STUDY; JOB SEARCH; JOB APPLICANTS; CALIFORNIA, SAN FRANCISCO BAY AREA

This study is investigating the possibility of expanding the base for calculating unemployment rates to include a measure of intensity of job-search activity. It is developing and experimenting with instruments to measure: (1) The intensity with which unemployed persons search for jobs and (2) the success of individuals in locating employment relative to the intensity of their jobseeking.

The researcher is selecting samples of applicants at private firms and various types of placement agencies in the San Francisco Bay area; stratifying them by such characteristics as age, sex, and occupational category; and tabulating individual reactions to valid job vacancies reported to them by the researchers. A scale for classifying individuals by the degree of intensity with which they search for jobs is being constructed. Data are being collected in followup interviews from the sample groups for an assessment of subsequent job success relative to individual characteristics and intensity of job search.

## 5-105* The Relationship Between Unemployment and Commuting Within Geographical Areas

*UNIVERSITY OF HOUSTON*
*HOUSTON, TEX.*

*Dr. Louis H. Stern, Department of Economics and Finance*

*Grant 91-46-68-48*
*Project still in progress*

*Descriptors:* COMMUTING; STANDARD METROPOLITAN STATISTICAL AREA (SMSA); LABOR MARKET AREAS; UNEMPLOYED

This pilot study is considering whether 15 regions delineated as standard metropolitan statistical areas (SMSA's) are actually adequate for labor market analyses.

Using 1960 census data, the study seeks to determine whether an SMSA's unemployment rate is an appropriate economic indicator for any of its geographic subdivisions. It is testing the hypothesis that commuting to jobs within the area generally equalizes unemployment rates among the subdivision residents who are in the labor force, allowing for differences in occupation, sex, and racial or ethnic group.

## 5-106* A Study of the Effects and Reactions to a Merger on a Company and Its Employees

*THE UNIVERSITY OF MICHIGAN*
*ANN ARBOR, MICH.*

*Dr. Cortlandt Cammann and Mitchell Marks*

*Grant 91-26-79-22*
*Project still in progress*

*Descriptors:* ASSESSMENT AND EVALUATION; EMPLOYER PRACTICES AND POLICIES; ORGANIZATIONAL DYNAMICS; ATTITUDES

This research will analyze the impact of a merger on an organization and its employees, with particular attention to the individual and organizatonal circumstances that contribute to the pattern of events resulting from the merger. The analysis will also focus on how mergers bring about organizational changes over time.

Specifically, the study will assess the changes in job satisfaction, turnover, physical health, and quality of life outside of work that result from a merger. To do so, the investigators will study a corporation acquired by a larger firm in 1978; extensive survey data, beginning with 1975, are available on this corporation.

The results of this research will be a case study providing an exploratory investigation of the effects of a conglomerate-type acquisition.

*Ongoing project—final report not yet available.

**5-107*** **WAGE DISCRIMINATION IN THE FEDERAL GOVERNMENT**

*UNIVERSITY OF CALIFORNIA*
*SANTA BARBARA, CALIF.*

*George J. Borjas*

*Grant 91-06-79-44*
*Project still in progress*

*Descriptors:* WAGE STRUCTURE; WAGE DISCRIMINATION; WAGE EARNERS

This study will analyze wage differentials by sex and race in the Federal Government. It will measure both the extent of the differentials and their amount in various Federal agencies. The information source will be the central personnel data file of the U.S. Office of Personnel Management (formerly the Civil Service Commission).

These findings are expected to provide some understanding of why Federal agencies may differ in employment practices that affect minority and female employees.

## 6. FOREIGN TRADE AND U.S. INVESTMENT ABROAD

The Foreign Economic Research Staff of the Bureau of International Labor Affairs (Department of Labor) conducts a research program that is international in focus. This program concentrates particularly on the impact of U.S. foreign trade and investment policies on American labor. The entries in this chapter record the active and recently completed research projects that are part of this program.

Reports resulting from projects funded though this program are available from: Office of Foreign Economic Research, Bureau of International Labor Affairs, Room S5004, U.S. Department of Labor, Washington, D.C. 20210.

## 6. FOREIGN TRADE AND U.S. INVESTMENT ABROAD

### 6-001 An Analysis of ILO Conventions

*CORNELL UNIVERSITY*
*ITHACA, N.Y.*

*ILAB contract J9K70006*
*Project completed fiscal year 1978*

*Dr. Walter Galenson*
*November 1977*

*Report Descriptors:* INTERNATIONAL UNIONS; INTERNATIONAL WORK FORCE

### 6-002 An Analysis of The Impact on Consumer Prices of Changes in the Costs of Imports of Goods

*ARLINGTON, VA.*

*ILAB contract J9K70008*
*Project completed fiscal year 1979*

*Dr. Dale M. Heien*
*February 1979*

*Report Descriptors:* PRICES; PRODUCT DEMAND; CONSUMPTION; ECONOMIC ANALYSIS AND ECONOMETRICS

### 6-003 An Approach to Measuring the Costs of Adjustment Assistance Programs

*UNIVERSITY OF PITTSBURGH*
*PITTSBURGH, PA.*

*ILAB contract J9K60020*
*Project completed fiscal year 1978*

*Dr. Marina von Neumann Whitman, Dr. James H. Cassing, and Dr. Jack N. Ochs*
*September 1977*

*Report Descriptors:* LABOR DEMAND; LABOR ADJUSTMENT COSTS; TRADE ADJUSTMENT ASSISTANCE; GOVERNMENT POLICIES

### 6-004* Changes in U.S. Market Share, the Multinational Corporation, and Labor Market Disturbances

*NEW YORK UNIVERSITY*
*NEW YORK, N.Y.*

*Dr. Robert G. Hawkins*

*ILAB contract 74-18*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LABOR DEMAND

This study assesses the relative importance of foreign investment by U.S. firms in the overall changes in the international competitiveness of U.S. production and, in turn, the changes in U.S. employment, skill requirements, unemployment rates, and other variables associated with these overall changes.

### 6-005* Changing United States Comparative Advantage and Its Impact on Employment

*DATA RESOURCES, INC.*
*WASHINGTON, D.C.*

*Dr. Richard Carney*

*ILAB contract J9K80010*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; LABOR ADJUSTMENT COSTS; LABOR MARKET INFORMATION

The basic objective of this project is to assess the extent to which the structure of U.S. comparative advantage has been changing. For this purpose, the study is analyzing U.S. export performance and domestic market import penetration at a detailed industry level. U.S. export performance is being analyzed using a constant market share model of U.S. manufactured goods exports vis-a-vis those of 10 other members of the Organization for Economic Cooperation and Development. Structural changes in the pattern of U.S. imports are being analyzed by examining the pattern of import penetration of the domestic market for three-digit SIC industries. The results of this examination of U.S. imports and exports will then be used as dependent variables in a current time series approach to examining the determinants of U.S. trade patterns. Emphasis will be placed on the explanatory power of a measure of human capital derived from production wages by industry.

### 6-006 A Compilation and Evaluation of the Significance of Japanese Nontariff Trade Barriers

*A.T. KEARNEY, INC.*
*ALEXANDRIA, VA.*

*John Egan*

*ILAB contract J9K80013*
*Project completed fiscal year 1980*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; TARIFFS; TRADE INTERVENTION; TRADE POLICY

The objective of this research was to develop a comprehensive and up-to-date list of nontariff barriers to trade maintained by Japan. To the extent possible, the study quantified the level of these barriers. The types of barriers analyzed included administration of quotas, sub-

*Ongoing project—final report not yet available.

sidies to specific industries, government procurement policies, customs practices, application of standards, documentary and distribution processes, sanitary restrictions, settlement of transactions, export policies, and administrative guidance. In cases where nontariff barriers to trade were product specific, data collection and analysis encompassed all affected products.
*May 1980*

**6-007*** DEVELOPING BACKGROUND INFORMATION ON TECHNOLOGY TRANSFER-RELATED BUSINESS DATA BASES

*COOPERS AND LYBRAND*
*WASHINGTON, D.C.*

*Dr. Barry Rogstad*

*ILAB Contract J9K00009*
*Project still in progress*

*Descriptors:* TECHNOLOGY TRANSFER; INFORMATION SYSTEMS

This project will examine the feasibility of collecting more meaningful data on technology transfer. More specifically, the project will consist of an exploratory survey of nine firms in order to establish a set of appropriate questions on technology transfer for which firms keep data. These questions will then be used to form an interview guide. The interview guide will be used to conduct a more indepth survey of the nine firms.

**6-008*** DEVELOPMENT OF ADMINISTRATIVE DATA TO ANALYZE TRADE ADJUSTMENT ASSISTANCE AND DISPLACEMENT

*THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES*
*ALEXANDRIA, VA.*

*Dr. Paul Feldman*

*ILAB Contract J9K00017*
*Project still in progress*

*Descriptors:* LABOR MARKET INFORMATION; LABOR ADJUSTMENT COSTS

This project will determine the cost and feasibility of continuing to collect and process data from Pennsylvania and of expanding the sample to cover other States to form a nationwide representative sample. The primary focus of this work is the gathering of information about the availability of UI administrative data and protecting existing data. The major source of information will be individuals familiar with current development of Continous Wage and Benefit History (CWBH) data.

**6-009** DOMESTIC IMPACTS OF AN OVERVALUED CURRENCY

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*ILAB contract 74-15*
*Project completed fiscal year 1978*

*Dr. Phoebus Dhrymes*
*May 1978*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; CURRENCY; WAGES; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT

**6-010*** THE EFFECTIVENESS OF THE TRADE ADJUSTMENT ASSISTANCE PROGRAM IN THE STATE OF MICHIGAN

*THE UNIVERSITY OF MICHIGAN*
*ANN ARBOR, MICH.*

*Dolores Kefgen*

*ILAB Contract J9K00008*
*Project still in progress*

*Descriptors:* TRADE POLICY; FOREIGN TRADE AND INVESTMENTS; LABOR ADJUSTMENT COSTS; MICHIGAN

The objective of this research is to assess the effectiveness of the Trade Adjustment Assistance (TAA) program in the State of Michigan. Two groups of workers will be compared in this study: workers certified under the TAA program and those workers who applied for TAA benefits and were denied. The two questions that will be asked of each group are: (1) Do TAA benefits contribute to longer unemployment periods? (2) If unemployment periods are longer in duration, do they provide increased search time resulting in a job similar to or better than the previous job.

**6-011** THE EFFECT ON DOMESTIC PRICES OF CHANGES IN THE PRICES OF IMPORTED GOODS: A SURVEY OF THE EVIDENCE AND SOME EMPIRICAL RESULTS

*ARLINGTON, VA.*

*ILAB contract J9K70004*
*Project completed fiscal year 1978*

*Dr. Dale M. Heien*
*May 1977*

*Report Descriptors:* PRICES

**6-012*** EFFECTS OF CHANGING ENERGY PRICES ON TRADE AND EMPLOYMENT

*THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES*
*ALEXANDRIA, VA.*

*Dr. James W. Jondrow*

*ILAB Contract J9K00023*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; ELASTICITY OF LABOR DEMAND

This project will investigate whether price controls on crude oil and natural gas have conferred on energy-intensive U.S. industries an artificial comparative advantage. The research includes three types of analysis: (1) A detailed description of the workings of the controls and the plans for decontrol; (2) development of economic models that describe how controls affect marginal cost and supply for industries using controlled products as inputs; and (3) empirical work on the supply price of commodities using controlled inputs.

### 6-013* THE EFFECTS OF IMMIGRATION ON UNEMPLOYMENT AND EARNINGS IN THE UNITED STATES

*THE UNIVERSITY OF ILLINOIS AT CHICAGO CIRCLE*
*CHICAGO, ILL.*

*Dr. Barry R. Chiswick*

*ILAB contract J9K90008*
*Project still in progress*

*Descriptors:* IMMIGRATION; LABOR ECONOMICS; EARNINGS; LABOR ADJUSTMENT COSTS

This project will analyze the determinants of unemployment among immigrants and the effect of immigration on the unemployment and earnings of the native-born population, both overall and for particular demographic groups. The report will discuss implications of the findings for both immigration policy and domestic social and economic policy.

The theoretical framework for the study is based on the skills immigrants acquired in the country of origin, the transferability of these skills, and the skills they acquired in the United States. The study will use data from the 1970 Census of Population and the Survey of Income and Education. The time series analyses of unemployment will be based on a macroeconomic model that uses data on the stock and flow of both legal and apprehended undocumented aliens. The effect of immigration at different stages of the business cycle will be examined in cross sectional and time series analyses.

### 6-014 THE EFFECTS OF INTERNATIONAL MARKET LINKAGES

*HARVARD UNIVERSITY*
*CAMBRIDGE, MASS.*

*ILAB contract J9K60015*
*Project completed fiscal year 1978*

*Dr. Thomas A. Pugel*
*December 1977*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; PRICES; WAGES

### 6-015* THE EFFECTS OF SWEDISH LABOR MARKET POLICIES ON THE STRUCTURE AND DETERMINANTS OF UNEMPLOYMENT

*COLUMBIA UNIVERSITY*
*NEW YORK, N.Y.*

*Linda Leighton*

*ILAB Contract J9K00018*
*Project still in progress*

*Descriptors:* LABOR MARKET BEHAVIOR; UNEMPLOYMENT; SWEDEN

By the use of a unique micro data set that spans a 6-year interval, this study will do an empirical analysis of the structure and determinants of unemployment in Sweden.

The determinants of the unemployment rate and its most basic components will be examined for sex and major age cohorts through multiple regression analyses. The research will test whether there are changes in the determinants of unemployment over this period, and whether the structure of unemployment has shifted, holding individual characteristics constant. The effects of public employment and participation in a training program on the individual's future labor market status will be examined. Finally, the structure and determinants of unemployment in Sweden will be compared with U.S. data.

### 6-016 THE EFFECTS OF THE FOREIGN ASSEMBLY PROVISION OF THE U.S. TARIFF (ITEMS 806.30 AND 807.00) ON THE U.S. LABOR MARKET

*ARTHUR D. LITTLE, INC.*
*CAMBRIDGE, MASS.*

*ILAB contract J9K70007*
*Project completed fiscal year 1978*

U.S. TARIFF ITEM 807.00 AND SELECTED ARTICLES OF APPAREL: INTERNATIONAL COST RELATIONSHIPS—A PILOT STUDY OF THE EFFECTS OF THE FOREIGN ASSEMBLY PROVISIONS OF THE U.S. TARIFF (ITEMS 806.00 AND 807.00) ON THE U.S. LABOR MARKET

*Dr. John H. Reedy*
*April 1978*

*Ongoing project—final report not yet available.

*Report Descriptors:* TARIFFS; FOREIGN PRODUCTION COSTS; LABOR DEMAND; FOREIGN TRADE AND INVESTMENTS

### 6-017* The Elasticity of Substitution Between Imports and Domestic Goods

*THE UNIVERSITY OF MICHIGAN*
*ANN ARBOR, MICH.*

*Dr. Robert Stern*

*ILAB Contract J9K00022*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; ELASTICITY OF SUBSTITUTION

This research will provide econometric estimates of price elasticities of U.S. import demand at a disaggregated level covering 3-digit Standard Industrial Classification (SIC) industries. These disaggregated elasticities will then be used to construct estimates of the elasticities of substitution between imports and domestic substitutes in the United States.

### 6-018* Estimating Substitution Possibilities Between Imports and Domestic Production

*DATA RESOURCES, INC.*
*LEXINGTON, MASS.*

*Dr. Laurits R. Christensen and Dr. David Richardson*

*ILAB contract J9K60019*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY

The principal objective of this study is the development of estimates of the extent to which increases in imports affect the demand for similar domestic products. The project is developing methods for determining this relationship by implementing and extending recent developments in the estimation of demand systems. The latter procedure is advantageous in that it not only allows the incorporation of dynamic aspects of demand behavior in the form of habit formation and adjustment to stocks of goods but also because it is able to recognize and make use of the logic of the interrelationships between various product demands.

### 6-019 Estimating the Distributional Consequences of Direct Foreign Investment

*CORNELL UNIVERSITY*
*ITHACA, N.Y.*

*ILAB contract J9K60018*
*Project completed fiscal year 1978*

*Dr. Robert H. Frank and Dr. Richard Freeman*
*April 1978*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; DOMESTIC SAVING AND INVESTMENT

### 6-020 Estimating the Effect of a Global Stimulation Program on U.S. Export Sales, Employment, and Income

*TASC*
*ARLINGTON, VA.*

*Paul Keller*

*ILAB contract J9K80014*
*Project completed fiscal year 1980*

*Descriptors:* ECONOMIC DEVELOPMENT; FOREIGN TRADE AND INVESTMENTS

The objectives of this study were to analyze various global stimulation proposals and provide systematic estimates of aggregate and industry-specific U.S. export sales, and, by implication, employment and income benefits, resulting from such stimulation programs.

Two additional issues were analyzed in a less intensive, interview-based, qualitative assessment. These were, first, the effects of global stimulation transfers on freeing up financial capital in developing countries which might contribute to the increasing competiveness of a developing nation's exports; and second, the ability of developing nations to use effectively or absorb increased quantities of manufactured exports.

*October 1979*

### 6-021 Estimation and Policy Stimulation of a Small Common Model Output, Inflation, and Unemployment in Canada, France, Germany, Italy, the United Kingdom, and the United States

*COLUMBUS, OHIO*

*Dr. William G. Dewald*

*ILAB contract J9K80012*
*Project completed fiscal year 1980*

*Descriptors:* ECONOMIC POLICY; STRUCTURAL UNEMPLOYMENT

The main purpose of this research was to appraise alternative policies to combat economic disturbances in potential output, international trade, exchange rates, and international prices. The policies were studied with respect to their expected contributions to the macroeconomic goals of high average real output growth, stable prices, and low average unemployment. Although the main focus of this work was on the United States, a

common model was tested against data from other countries.
*January 1980*

### 6-022* Estimation of Earnings Losses Associated with Job Displacement

*THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES*
*ARLINGTON, VA.*

*Dr. Louis Jacobson and Arlene Holen*

*ILAB contract J9K60016*
*Project still in progress*

*Descriptors:* LAYOFFS; LABOR ADJUSTMENT COSTS

This is a study to estimate the displacement costs of workers in approximately 15 industries. Using Social Security Administration summary earnings records and information on plant closings and mass layoff data, the researcher is developing earnings histories for displaced workers. Average earnings over time will be tabulated and then estimates of the displacement costs will be made. The purpose is to determine the costs of displacement that may result from changes in trade policy.

### 6-023 An Evaluation of European Programs to Assist Trade Impacted Workers

*KRAMER ASSOCIATES, INC.*
*WASHINGTON, D.C.*

*ILAB contract J9K70016*
*Project completed fiscal year 1978*

*Leo Kramer*
*December 1977*

*Report Descriptors:* LABOR ADJUSTMENT COSTS; EMPLOYMENT AND TRAINING POLICY; GOVERNMENT POLICIES; EUROPE

### 6-024 An Evaluation of the Trade Adjustment Assistance Program

*PENNSYLVANIA STATE UNIVERSITY*
*UNIVERSITY PARK, PA.*

*ILAB contract 74-23*
*Project completed fiscal year 1979*

*Dr. Jacob Kaufman and Dr. George Neuman*
*October 1978*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; UNIONIZATION; TRADE ADJUSTMENT ASSISTANCE; LAYOFFS; LABOR DEMAND

### 6-025* Evaluation of Trade Adjustment Assistance Using Administrative Records

*THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES*
*ARLINGTON, VA.*

*Dr. Louis Jacobson*

*ILAB contract J9K80004*
*Project still in progress*

*Descriptors:* LAYOFFS; DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; GOVERNMENT POLICIES; TRADE ADJUSTMENT ASSISTANCE

The project will be based on the 5-percent Continuous Wage and Benefit History Sample for all recipients of unemployment insurance and Worker Adjustment Assistance in Pennsylvania. This data file contains information on demographic characteristics, work histories, and weeks of benefits received.

The project will have three objectives: (1) To use the administrative record files to evaluate the characteristics and reemployment experience of workers receiving adjustment assistance; (2) to evaluate the survey responses on benefits and work history in the Pennsylvania part of the forthcoming Mathematica interview survey; and (3) to evaluate the benefits of expanding the data system to other States that have Continuous Work and Benefit History Samples.

### 6-026 An Evaluative Review of Selected West European Labor Market Adjustment Policies

*PALO ALTO, CALIF.*

*ILAB contract J9K70005*
*Project completed fiscal year 1978*

*Dr. Robert J. Flannagan*
*March 1978*

*Report Descriptors:* GOVERNMENT POLICIES; EMPLOYMENT AND TRAINING POLICY; LABOR ADJUSTMENT COSTS; EUROPE

### 6-027 Foreign Trade and the Growth of the Service Economy

*ARLINGTON, VA.*

*ILAB contract J9K80003*
*Project completed fiscal year 1979*

*Dr. Dale M. Heien and Dr. Albert J. Eckstein*
*September 1979*

*Ongoing project—final report not yet available.

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; PRODUCTIVITY; PRODUCTION

### 6-028 How Conditions of Supply Affect Exports of the United States and Less Developed Countries

*MASSACHUSETTS INSTITUTE OF TECHNOLOGY*
*CAMBRIDGE, MASS.*

*ILAB contract J9K70014*
*Project completed fiscal year 1978*

A QUARTERLY ECONOMETRIC MODEL OF THE EXPORT BEHAVIOR OF SOME NONINDUSTRIAL COUNTRIES

*Dr. Gene M. Grossman*
*March 1978*

*Report Descriptors:* ECONOMIC ANALYSIS AND ECONOMETRICS; FOREIGN TRADE AND INVESTMENTS; SUPPLY ACCESS

### 6-029* Identification and Evaluation of the Effects of Nontariff Barriers in the Major Trading Countries

*NATIONAL PLANNING ASSOCIATION*
*WASHINGTON, D.C.*

*Neil McMullen*

*ILAB contract J9K80016*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; TARIFFS; TRADE INTERVENTION; TRADE POLICY

The primary objective of this study is to provide an indepth analysis of French trade-distorting practices. Methods are being developed to quantify various types of nontariff barriers to trade. These methods will be used to estimate the level of protection in specific French industries. The study will also analyze the effects of these trade restrictions on the French economy, on the international trading system, and particularly on the American economy. Special emphasis will be given to employment effects.

### 6-030 The Impact of Changes in the Cost of Imports on Consumer Prices

*RUTTENBERG, FRIEDMAN, KILGALLON, GUTCHESS AND ASSOCIATES*
*WASHINGTON, D.C.*

*Dr. Iris J. Lav*

*ILAB contract J9K70015*
*Project completed fiscal year 1980*

*Descriptors:* PRICES; CONSUMPTION; PRODUCT DEMAND; ECONOMIC ANALYSIS AND ECONOMETRICS

The project examined the extent to which changes in the landed costs of imports are reflected in prices at the consumer level. Significant import industries were selected, and a group of products in which significant changes in landed costs have occurred were identified. An attempt was made to determine whether the prices of competitive domestic goods were affected by changes in import prices.

*Dr. Iris J. Lav*
*January 1980*

*Report Descriptors:* PRICES; CONSUMPTION; PRODUCT DEMAND; ECONOMIC ANALYSIS AND ECONOMETRICS

### 6-031 Impacts of Reduced Trade Barriers on the Chemical Industry

*STANFORD RESEARCH INSTITUTE*
*MENLO PARK, CALIF.*

*ILAB contract J9K60004*
*Project completed fiscal year 1978*

*Dr. Kenneth E. Lunde*
*March 1978*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; CHEMICAL INDUSTRY; LABOR DEMAND; PRODUCT DEMAND

### 6-032* The Import Penetration Problems: Past, Present, Future

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Dr. Robert E. Baldwin*

*ILAB contract J9K90005*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; TRADE POLICY; TRADE INTERVENTION

The purpose of this study is to assist those coping with import penetration problems by: (1) Developing a data base for analyzing past and future import penetration and (2) undertaking the analysis needed to predict the industries and types of workers likely to be adversely affected by import penetration in the 1980's.

The data base will consist of ratios between imports and consumption in different industries and regions for 1965-78, together with detailed information on these industries and their workers. The researcher will trace the behavior of import penetration ratios since 1965 and identify the characteristics of the workers most affected by imports. He will then test various hypotheses relating import penetration ratios to industry and labor characteristics.

The researcher will also conduct other studies based on the data collected, including a comparison of levels and trends in import penetration for the United States and other countries.

**6-033*** IMPROVING INTERNATIONAL SAFEGUARD PROCEDURES

*THE UNIVERSITY OF WISCONSIN*
*MADISON, WIS.*

*Dr. Robert E. Baldwin*

*ILAB contract J9K70009*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; GOVERNMENT POLICIES; TRADE POLICY; TARIFFS

This is the first phase of a larger project that will explore the size and frequency of market disruptions in international trade, why these rapid changes in market penetration occur, and appropriate international procedures for dealing with them. The present project will first identify industries in which there have been rapid increases in import penetration, using the Bureau of Labor Statistics trade monitoring system. Employment losses as a result of these increases will then be estimated. The implications of various kinds of quota and tariff systems to deal with these disruptions will then be simulated.

**6-034** THE INCIDENCE OF AND ADJUSTMENT TO TEMPORARY INVOLUNTARY UNEMPLOYMENT

*GEORGIA STATE UNIVERSITY*
*ATLANTA, GA.*

*ILAB contract 75-25*
*Project completed fiscal year 1978*

*Dr. Paula E. Stephan, Dr. David Lawrence Sjoquist, and Dr. Larry D Schroeder*
*September 197?*

*Report Descriptors:* EARNINGS; LABOR DEMAND; LABOR MOBILITY; UNEMPLOYMENT; LAYOFFS

**6-035*** THE INFLUENCE OF U.S. AND OTHER MULTINATIONALS ON TECHNOLOGICAL AND ECONOMIC DEVELOPMENT IN BRAZIL AND ITS IMPLICATIONS FOR U.S. TRADE AND LABOR

*THE UNIVERSITY OF NOTRE DAME*
*NOTRE DAME, IND.*

*Dr. Richard Newfarmer and Dr. Lawrence Marsh*

*ILAB contract J9K90007*
*Project still in progress*

*Descriptors:* TECHNOLOGY AND TECHNOLOGICAL CHANGE; FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; ECONOMIC DEVELOPMENT; EMPLOYMENT

This project will compare the behavior of affliates of foreign-based multinational corporations (MNC's) with that of their domestically controlled counterparts in one advanced developing country, Brazil. The central hypothesis is that, because of the foreign base of their decisionmaking, MNC's are markedly different from domestic firms in several respects.

The researchers will compare firm behavior in five specific areas: association with concentrated markets; choice of technology, relative capital intensiveness, labor usage, and skill mix; import and export behavior; productivity and effeciency; and profitability. The research report will discuss the implications of the growing MNC presence in developing countries for U.S. trade and labor.

The study will use detailed microeconomic data on the operations of more than 500 MNC's and domestic enterprises in Brazil over the period 1971-77. The research will include analysis of both cross sectional and time series data.

**6-036*** INTERACTION BETWEEN DOMESTIC AND FOREIGN INVESTMENT OF U.S. FIRMS

*NATIONAL BUREAU OF ECONOMIC RESEARCH*
*NEW YORK, N.Y.*

*Dr. Robert E. Lipsey and Dr. Guy V. Stevens*

*ILAB contract J9K60021*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; INVESTMENT

The goal of this project is to study the interaction between domestic and foreign investment of U.S. firms. There are two phases to the study.

The first phase is the construction of a data base that contains information on the domestic and foreign operations of over 100 U.S. multinational firms. The sources of information for the data base are McGraw-Hill, the Department of Commerce, and the National Bureau of Economic Research.

Using the above data base, the second phase of the study analyzes how the changing opportunities for investment abroad affect investment by the firm in the United States, and similarly how investment in the United States affects the firm's foreign investment. Reasons that may account for interaction between domestic and foreign investment are examined. One is that both foreign and domestic investment compete for a supply of capital that is not perfectly elastic to the firm. Another is that foreign investment can also affect the domestic demand for capital by changing the marginal rate of return on domestic investment. This can happen because foreign investment affects the demand for domestic production.

**6-037** INTERNATIONAL ASPECTS OF OCCUPATIONAL HEALTH REGULATIONS

*DRESHER, PA.*

*ILAB contract J9K80002*
*Project completed fiscal year 1979*

*Ongoing project—final report not yet available.

*Dr. Arnold Raphaelson*
*November 1978*

*Report Descriptors:* OCCUPATIONAL SAFETY AND HEALTH; GOVERNMENT POLICIES

**6-038** INTERNATIONAL TRADE AND INVESTMENT AND THE EARNINGS OF U.S. WORKERS

*ILAB contract 75-15*
*Project completed fiscal year 1978*

*Dr. Thomas Horst and Dr. Rachel McCulloch*
*May 1977*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LABOR DEMAND

**6-039** INTERNATIONAL TRANSFERS OF INDUSTRIAL TECHNOLOGY BY U.S. FIRMS: AN EVALUATION OF U.S. EXPORT-IMPORT BANK REVIEW OF POTENTIAL ECONOMIC IMPACT

*DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.*
*WASHINGTON, D.C.*

*ILAB contract J9K60033*
*Project completed fiscal year 1978*

*Dr. Jack Baranson*
*October 1977*

*Report Descriptors:* TECHNOLOGY TRANSFER; U.S. GOVERNMENT AGENCY REVIEWS

**6-040** INTERNATIONAL TRANSFER OF SEMI-CONDUCTOR TECHNOLOGY

*STERLING HOBE CORPORATION*
*WASHINGTON, D.C.*

*ILAB contract J9K70003*
*Project completed fiscal year 1979*

*Dr. Invars Gutmanis*
*February 1979*

*Report Descriptors:* TECHNOLOGY TRANSFER; FOREIGN TRADE AND INVESTMENTS; ECONOMIC ANALYSIS AND ECONOMETRICS

**6-041** INTERNATIONAL TRADE PATTERNS AND EXCESS SUPPLY OF LOW-SKILLED LABOR: THEORY AND POLICY IMPLICATIONS
*BELLE MEADE, N.J.*

*ILAB contract J9K70011*
*Project completed fiscal year 1978*

*Dr. Peter H. Gray*
*March 1978*

*Report Descriptors:* ECONOMIC POLICY; LABOR SUPPLY PROJECTIONS; ECONOMIC FORECASTING; TRADE POLICY; LABOR SUPPLY; STATE-OF-THE-ART PAPERS

**6-042** LABOR MARKET ADAPTATION TO INTERNATIONAL TRADE IN THREE EUROPEAN COUNTRIES
*LEVERETT, MASS.*

*ILAB contract J9K80006*
*Project completed fiscal year 1979*

*Dr. Solomon Barkin*
*June 1979*

*Report Descriptors:* LABOR ADJUSTMENT COSTS; LABOR MARKET; UNEMPLOYMENT; LABOR FORCE

**6-043** LABOR TURNOVER AND EXPERIENCED WORKER UNEMPLOYMENT

*THE OHIO STATE UNIVERSITY*
*COLUMBUS, OHIO*

*ILAB contract J9K60032*
*Project completed fiscal year 1978*

*Dr. Donald O. Parsons*
*June 1978*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; LABOR MOBILITY; UNEMPLOYMENT; STATE-OF-THE-ART PAPERS

**6-044** THE LOCATION OF MANUFACTURING PRODUCTION BY U.S. MULTINATIONAL ENTERPRISES

*NATIONAL BUREAU OF ECONOMIC RESEARCH*
*NEW YORK, N.Y.*

*ILAB contract J9K60014*
*Project completed fiscal year 1979*

*Dr. Robert E. Lipsey*
*September 1979*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; INVESTMENT

**6-045*** NONTRADED GOODS IN THE U.S. ECONOMY

*UNIVERSITY OF OREGON*
*EUGENE, OREG.*

*Joe Stone*

*ILAB Contract J9K00010*
*Project still in progress*

*Descriptors:* SERVICE INDUSTRIES; FOREIGN TRADE AND INVESTMENTS

This project will estimate the degree to which goods that are not traded are substitutable for tradable goods in the economy at large. Price behavior will be used as the measurement criterion that will establish both a topical and a methodological link with recent work comparing the movements in the exchange rate and the relative movements in the domestic and foreign price levels.

### 6-046 OFFSHORE ASSEMBLY AND PRODUCTION AND INTER-AFFILIATE INTERNATIONAL TRADE BY THE MULTINATIONAL CORPORATIONS

*CAMBRIDGE, MASS.*

*J. Peter Jarrett*

*ILAB contract J9K90001*
*Project completed fiscal year 1980*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; PRODUCTION

This project dealt with offshore assembly and production by multinational corporations. The researcher used trade data for 1971 through 1976 to determine which industries benefitted most from the offshore assembly provision. He also examined other international trade patterns between affiliates of the same U.S. parent. This examination was based on data for 127 product groups at the 7-digit tariff-code level, supplied by the U.S. International Trade Commission.

*J. Peter Jarrett*
*November 1979*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; PRODUCTION

### 6-047 OPTIMIZING TRADE ADJUSTMENT THROUGH TARIFFS AND SUBSIDIES

*ITHACA, N.Y.*

*ILAB contract J9K70013*
*Project completed fiscal year 1979*

*Dr. Stephen T. Marston and Dr. Robert F. McCullough*
*July 1979*

*Report Descriptors:* UNEMPLOYMENT; LABOR ADJUSTMENT COSTS; TARIFFS; GOVERNMENT POLICIES

### 6-048 THE OUTPUT AND EMPLOYMENT EFFECTS OF FISCAL POLICY IN A CLASSICAL MODEL CLASSICAL MODEL

*STRATEGIC SERVICES CORPORATION*
*CHICAGO, ILL.*

*ILAB contract J9K70002*
*Project completed fiscal year 1978*

*Dr. Victor Canto, Dr. Arthur B. Laffer, and Dr. Odogwu*
*March 1978*

*Report Descriptors:* ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; TAXES; TARIFFS; EMPLOYMENT PATTERNS; INVESTMENT; STATE-OF-THE-ART PAPERS

### 6-049 OUTPUT, INFLATION, AND UNEMPLOYMENT: A COMMON SPECIFICATION OF THEIR DETERMINATION IN CANADA, FRANCE, GERMANY, ITALY, THE UNITED KINGDOM, AND THE UNITED STATES

*THE OHIO STATE UNIVERSITY*
*COLUMBUS, OHIO*

*ILAB contract J9K60029*
*Project completed fiscal year 1978*

*Dr. William G. Dewald and Maurice N. Marchon*
*October 1977*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; STATE-OF-THE-ART PAPERS

### 6-050 PRICE BEHAVIOR IN U.S. TELEVISION MARKETS: AN ANALYSIS OF THE EFFECTS OF IMPORTS

*CHARLES RIVER ASSOCIATES, INC.*
*CAMBRIDGE, MASS.*

*ILAB contract J9K60027*
*Project completed fiscal year 1978*

*Dr. James C. Burrows, Dr. Robert Larner, Anne Hammett, and Nancy Kellefer*
*December 1977*

*Report Descriptors:* PRICES; FOREIGN PRODUCTION COSTS; TARIFFS

### 6-051* THE PROCESS OF ADJUSTMENT TO CHANGES IN EMPLOYMENT LEVELS

*PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES*
*ARLINGTON, VA.*

*Dr. Frank Brechling*

*ILAB contract J9K60030*
*Project still in progress*

*Descriptors:* LABOR DEMAND; LABOR ADJUSTMENT COSTS

This project determines the number of displacements that occur if it is necessary to reduce employment levels

*Ongoing project—final report not yet available.

in an industry. In order to investigate the problem, the project experiments with a number of different dynamic employment adjustment models. Data on gross employment flows indicating quits and layoffs are used. The project constructs specific models for 15 to 25 detailed industries in which the special nature of each industry is reflected.

### 6-052* PRODUCTION STRATEGIES AND PRACTICES OF FOREIGN MULTINATIONALS IN THE UNITED STATES

*FLORIDA INTERNATIONAL UNIVERSITY*
*MIAMI, FLA.*

*Dr. Duane Kujawa*

*ILAB contract J9K90004*
*Project still in progress*

*Descriptors:* CORPORATIONS; INDUSTRIAL MANAGEMENT; FOREIGN TRADE AND INVESTMENTS

This study will examine the operations of foreign multinational enterprises in the United States to determine how their employment practices differ from those of U.S. domestic firms. Among the areas to be considered are employment opportunities and stability, wages and other conditions of employment, collective bargaining, and the administration of employment contracts.

The investigation will consist of 24 case studies of firms in 2 industries. The firms studied will include eight Japanese enterprises and a number of U.S. firms, serving as a control group.

### 6-053* PROJECTING DEVELOPING-COUNTRY EXPORTS TO THE UNITED STATES: 1985-1990

*DATA RESOURCES, INC.*
*LEXINGTON, MASS.*

*Dr. Mitchell Kellman*

*ILAB contract J9K90009*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; ECONOMIC FORECASTING; TRADE POLICY

This study will forecast the future product specialities of five developing countries in Asia and the major suppliers and volume of exports of these products. The researcher will analyze the relationship between the export patterns and industrial structures of these countries and prepare detailed forecasts for the next 5 years on the types of products in which each is likely to specialize. He will also forecast the volume of these products each country is likely to export to the United States and other markets. The methodology used should be readily applicable to other developing countries.

### 6-054* A PROPOSAL TO ESTIMATE THE REGIONAL AND COMMUNITY DIMENSIONS OF INTERNATIONAL ECONOMIC POLICIES

*MATHEMATICA POLICY RESEARCH, INC.*
*WASHINGTON, D.C.*

*Harry Beebout*

*ILAB contract J9K80011*
*Project still in progress*

*Descriptors:* ECONOMIC FORECASTING; LABOR SUPPLY PROJECTIONS; ECONOMIC POLICY; LABOR MARKET INFORMATION

The purpose of this project is to analyze the community dimensions of worker displacements. A multiregional, multi-industry forecasting model is utilized to estimate the impact of specific plant shutdowns on local income, employment, and growth. This model provides detailed forecasts of local population, unemployment, personal income, and employment and output in specific industries. These data are used to examine the degree to which specific plant shutdowns result in secondary declines in employment and earnings in the same geographic area and also to trace out the future industrial mix and level of activity in the area.

### 6-055 QUANTIFICATION OF THE EFFECTS OF NON-TARIFF BARRIERS IN THE MAJOR TRADE COUNTRIES

*ILAB contract J9K60025 (formerly J9K60012)*
*Project completed fiscal year 1978*

*Dr. Melvyn Krauss*
*April 1978*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; EXPORT SUBSIDIES

### 6-056* REDUCTION OF ADJUSTMENT COSTS DUE TO TRADE: A PROPOSED EVALUATION OF TRADE ADJUSTMENT ASSISTANCE

*THE URBAN INSTITUTE*
*WASHINGTON, D.C.*

*Andrea L. Long, Dr. Isabel V. Sawhill, and Wayne Vroman*

*ILAB Contract J9K00019*
*Project still in progress*

*Descriptors:* LABOR MARKET BEHAVIOR; MOBILITY ASSISTANCE; LABOR ADJUSTMENT COSTS

The purpose of this study is to quantify the extent to which training, employment services, and alternative forms of monetary compensation reduce the duration of unemployment, wage rate decline, probability of permanent separation from the firm, and employment instability among trade-impacted workers. Using longitudinal data to be assembled from Unemployment and Trade

Adjustment Assistance records from the State of Missouri, the research will address several microlevel questions. The macrolevel research will use a detailed State-by-State labor market and unemployment insurance simulation model developed at the Urban Institute.

### 6-057* REDUCTION OF ADJUSTMENT COSTS ASSOCIATED WITH TRADE

*THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES ALEXANDRIA, VA.*

*Dr. Kathleen Utgoff*

*ILAB Contract J9K00021*
*Project still in progress*

*Descriptors:* LABOR ADJUSTMENT COSTS; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; LABOR SUPPLY; LABOR FORCE BEHAVIOR; LABOR MARKET INFORMATION

This project is a two-part study of the reduction of adjustment costs associated with trade. The first part will use several microdata sets, including a set of data from Pennsylvania in which Trade Adjustment Assistance (TAA) recipients are identified and their participation in employment and training programs noted, to study the effect of training on trade-displaced workers. The second part examines how the availability of TAA payments affect layoff and recall behavior of firms.

### 6-058* THE RELATION BETWEEN TRADE AND EMPLOYMENT

*BROWN UNIVERSITY PROVIDENCE, R.I.*

*Dr. Jerome Stein and Dr. Ettore F. Infante*

*ILAB contract J9K80015*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; LABOR ADJUSTMENT COSTS; LABOR MARKET INFORMATION; LABOR FORCE PARTICIPATION

This research analyzes the relation between foreign and domestic disturbances and the resulting paths of employment, inflation, and the balance of trade. The research consists of: (1) Developing a dynamic model of the interrelationships among the employment rate, rate of inflation, and balance of trade when there are both foreign and domestic, real and monetary, shocks; (2) estimating the resulting dynamic model empirically and determining the speeds of adjustment of employment and the balance of trade to these shocks; and (3) formulating policies that enable the economy to return to "full employment" with "reasonable" price stability in an optimal manner.

### 6-059* THE RELATIONSHIP BETWEEN CHANGES IN TRADE AND CHANGES IN EMPLOYMENT

*THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES ARLINGTON, VA.*

*Dr. James W. Jondrow*

*ILAB contract J9K80008*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; LABOR MARKET INFORMATION; LABOR ADJUSTMENT COSTS

Input-output techniques have frequently been used to estimate the effects of trade on domestic employment. Consequently, these estimates are derived under a series of highly restrictive assumptions. This study alters two basic assumptions of the standard input-output model in an attempt to provide more accurate estimates of the impact of imports and exports on domestic employment. Rather than assuming that employment adjusts instantaneously to changes in output, this study examines the dynamics of the adjustment of employment to changes in demand. In addition, the study examines the extent to which declines in employment are accomplished through voluntary attritions instead of layoffs. This is done by estimating layoff functions that depend upon factors such as the tenure structure, the change in employment, and other separations.

### 6-060* THE SECTORAL, REGIONAL, AND COMMUNITY DIMENSIONS OF WORKING DISPLACEMENTS

*THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES ARLINGTON, VA.*

*Dr. James W. Jondrow*

*ILAB contract J9K80009*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; LABOR MARKET INFORMATION; LABOR ADJUSTMENT COSTS; LABOR FORCE PARTICIPATION

This study focuses on the effects of worker displacements on the community. Input-output analysis is used to estimate the effects of increased imports on a region's total income, as well as on output of particular products and employment of workers producing them. These results are combined with social security earnings data to estimate the duration of unemployment and earnings losses of displaced workers. The study then examines how the labor market experience of other workers is affected when newly displaced workers compete with them for jobs. Earning losses are measured over time to determine whether the losses incurred by workers are permanent or temporary. Attention is given to how earnings losses vary with personal characteristics (age, race, and sex), work experience, and labor market characteris-

*Ongoing project—final report not yet available.

tics. Finally, the study examines the extent to which transfer payments, particularly unemployment insurance, replace earnings losses.

### 6-061* SHORT AND LONG RUN DETERMINANTS OF INTERNATIONAL TRADE AND ITS IMPACT ON U.S. WORKERS

*UNIVERSITY OF CALIFORNIA*
*LOS ANGELES, CALIF.*

*Dr. Edward E. Leamer and Dr. Lawrence Kotlikoff*

*ILAB contract J9K90003*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; LABOR ECONOMICS

This study will attempt to determine how changes in international investment patterns have affected trade and domestic workers. First, the researchers will try to find out how changes in world prices of traded goods affect the wages and employment of domestic workers. They will then investigate the shortrun impact of domestic and foreign investments in particular industries on domestic wages and employment in those industries.

### 6-062* SHORT-RUN EFFECTS OF TRADE LIBERALIZATION

*THE UNIVERSITY OF CHICAGO*
*CHICAGO, ILL.*

*Peter Kahn*

*ILAB contract J9K90002*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; TRADE POLICY

This project will estimate the adjustment costs to the economy resulting from tariff reductions. The investigator will use distributed-lag estimates of the response of output to price changes to estimate, for each industry, the shortrun and longrun output changes arising from unilateral reductions in U.S. tariffs. He will then use these estimated output changes to derive estimates of adjustment costs. The project is expected to improve the commonly used static welfare analysis of the costs and benefits of tariff reductions.

### 6-063 SOURCES OF COMPETITIVENESS IN JAPANESE TELEVISION AND HOME VIDEOTAPE RECORDERS

*DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.*
*WASHINGTON, D.C.*

*ILAB contract J9K70012*
*Project completed fiscal year 1979*

*Dr. Jack Baranson*
*November 1978*

*Report Descriptors:* TECHNOLOGY TRANSFER; GOVERNMENT POLICIES

### 6-064 A STUDY OF TRADE AND EMPLOYMENT IN THE ELECTRONICS INDUSTRY

*KEARNEY MANAGEMENT CONSULTANTS*
*CHICAGO, ILL.*

*ILAB contract 76-10*
*Project completed fiscal year 1978*

*Dr. Lester G. Telser*
*November 1977*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; ELECTRONIC INDUSTRY

### 6-065 SURVEY OF TRADE ADJUSTMENT ASSISTANCE RECIPIENTS

*MATHEMATICA, INC.*
*PRINCETON, N.J.*

*ILAB contract J9K70010*
*Project completed fiscal year 1979*

*Dr. Walter Corson*
*September 1979*

*Report Descriptors:* LABOR ADJUSTMENT COSTS; LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT

NTIS PB80-165129

### 6-066* TARIFF ITEMS 806.30 AND 807.00 AND FOREIGN COMPONENT MANUFACTURING

*THE UNIVERSITY OF MICHIGAN*
*ANN ARBOR, MICH.*

*Dr. Lee A. Reynis*

*ILAB contract 76-14*
*Project still in progress*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; TECHNOLOGY TRANSFER

This study is concerned with the domestic impact on employment of the offshore assembly provisions of the U.S. tariff schedule. Under items 806.30 and 807.00, components manufactured in the United States may be sent abroad for final assembly. When components or finished goods are reimported, only the value added is subject to tariff duty.

Of particular interest is the impact of technology transfer associated with offshore assembly. Through the "learning by doing" process, component assembly abroad may accelerate the rate at which foreign countries begin their own production of such components. This process

may shorten the product life cycle, enabling foreign countries to produce components and finished goods for domestic use and even export sooner than otherwise probable.

### 6-067 TAXATION AND MULTINATIONAL FIRM BEHAVIOR: SOME EVIDENCE FROM PUERTO RICO

*UNIVERSITY OF ROCHESTER*
*ROCHESTER, N.Y.*

*ILAB contract J9K70001 (formerly J9K60031)*
*Project completed fiscal year 1979*

*Dr. Eric W. Bond*
*April 1979*

*Report Descriptors:* FOREIGN TRADE AND INVESTMENTS

### 6-068* TECHNOLOGY AND TRADE POLICY: ISSUES AND AGENDA FOR ACTION

*DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.*
*WASHINGTON, D.C.*

*Dr. Jack Baranson and Harald Malmgren*

*ILAB Contract J9K00020*
*Project still in progress*

*Descriptors:* TRADE POLICY; TECHNOLOGY TRANSFER; FOREIGN TRADE AND INVESTMENTS

This project will review the current known role of technology in international competitiveness and in world trade and investment patterns and will examine the policy issues raised in international trade negotiations. Based upon this review and relying in part on consultations with U.S., European, and Japanese Government officials involved in these areas from a policy standpoint, the researchers intend to develop a conceptual framework for considering domestic and international policies affecting or affected by, technological change. From this analytical framework and knowledge, an agenda for the 1980's will be developed on relevant U.S. domestic policies, on trade negotiation issues, and on particular public and private strategies pertaining to Europe, Japan, Canada, and to newly industrializing nations.

### 6-069 A THEORETICAL AND EMPIRICAL STUDY OF INTERNATIONAL TRADE AND THE INTERESTS OF LABOR

*UNIVERSITY OF CALIFORNIA*
*LOS ANGELES, CALIF.*

*Dr. Edward E. Leamer and Dr. Lawrence Kotlikoff*

*ILAB contract J9K80007*
*Project completed fiscal year 1980*

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; LABOR MARKET INFORMATION; LABOR ADJUSTMENT COSTS

This project examined both the changing structure of U.S. comparative advantage and the implication of this structural change on the industrial distribution of employment.

A time series, cross-section econometric model was developed to explain the changing structure of trade. Resulting changes in the industrial composition of employment were examined, followed by estimation of the distribution of labor adjustment costs among U.S. industries. The labor adjustments cost models were then used to explore policy trade-offs among adjustment assistance, tariff protection, and unemployment benefits.
*July 1980*

### 6-070* TRENDS IN WORLD TRADE WITH EMPHASIS ON THE TRADE OF THE DEVELOPING COUNTRIES

*DATA RESOURCES, INC.*
*WASHINGTON, D.C.*

*Richard Carney*

*ILAB contract J9K90006*
*Project still in progress*

*Descriptors:* ECONOMIC DEVELOPMENT; FOREIGN TRADE AND INVESTMENTS

This study will prepare comprehensive statistical profiles of the developmental programs adopted between 1967 and 1977 by seven newly industrialized countries (NIC's); Singapore, Taiwan, Hong Kong, Brazil, South Korea, Malaysia, and Mexico. To do so, the researchers will assemble a comprehensive data base, including information not only on economic and demographic conditions within the NIC's, but also on their trade flows and the effects of these flows on production in the developed countries.

The researchers will also use this data base to analyze NIC manufacturing growth as to the influence of various internal and external characteristics on the pace of development. In addition, they will analyze the effects of exports by developed countries on the growth of the various sectors of the NIC's. Finally, they will use several cross sectional analyses to study the impact of development in the NIC's on U.S. industries.

### 6-071* U.S. COMPETITIVENESS AND THE ROLE OF THE DOLLAR IN U.S. TRADE

*MAGEE, INC.*
*AUSTIN, TEX.*

*Dr. Stephen Magee*

*ILAB Contract J9K00024*
*Project still in progress*

*Ongoing project—final report not yet available.

*Descriptors:* FOREIGN TRADE AND INVESTMENTS; PRICES; CURRENCY

This project will study the implications of change in pricing patterns on U.S. trade behavior following unanticipated changes in the dollar exchange rate. The first part of the study will identify those import categories which will show predictable increases following appreciation of the dollar. The second part of the study decomposes the decline in the share of the U.S. imports priced in dollars into structural and other causes. The third section will indicate whether the dollar is slipping more in its vehicle or nonvehicle currency role. Finally, the study will indicate the extent to which the dollar pricing patterns are correlated with U.S. employment and output.

**6-072 WORKER ADAPTATION TO INTERNATIONALLY-INDUCED JOB LOSS**

*STATE COLLEGE, PA.*

*ILAB contract J9K80001*
*Project completed fiscal year 1979*

*Dr. Peter E. Meyer and Mark Phillips*
*1978*

*Report Descriptors:* GOVERNMENT POLICIES; TRADE ADJUSTMENT ASSISTANCE

**6-073 WORKER MIGRATION IN THE UNITED STATES AND OVERSEAS**

*NEW TRANS CENTURY FOUNDATION*
*WASHINGTON, D.C.*

*ILAB contract J9K80017*
*Project completed fiscal year 1979*

# APPENDIX

## GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS UNDER CETA

The purpose of this section is to establish guidelines for the submission of proposals for research and development project funding to the Employment and Training Administration, U.S. Department of Labor.

Funds for research and development activities may be awarded under authority of two legislative acts:

1. Title III of the Comprehensive Employment and Training Act of 1973 (Public Law 93-203 approved December 28, 1973 as amended) provides for a comprehensive program of employment and training research.

Title III of the CETA also authorizes "a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting manpower, employment, and training problems." The projects, subsumed under the word "development" in these guidelines, seek to develop and test in operation new ways in which employment and training programs might be made more effective.

2. Social Security Act (81 Stat. 888) provides for studies which will provide information for the improvement of the overall effectiveness of the Work Incentive Program (title IV, pt. c, sec. 441).

Research and development projects are not limited to particular types of organizations. Academic institutions, State and local government units, community, private, and other organizations and individuals with research or experimental and demonstration capabilities in the employment and training area may apply for project funding.

### GUIDELINES FOR R&D PROPOSALS: CONTRACTS AND GRANTS

#### PRELIMINARY PROPOSAL

The first step in applying for R&D funds is the submission of a preliminary statement describing the investigator's basic study ideas, subjects of research, or proposals for experimental development and demonstration.

The preliminary proposal should be brief and self-explanatory. Fifteen copies are required. It should include:

1. The problem to be investigated or the experiment or demonstration to be conducted.
2. Objectives and potential application of findings.
3. Operational, research, or assessment procedures.
4. Time and budget requirements (summary only).
5. Statement on relevance to employment and training problems.

A separate statement concerning staff, facilities, capabilities for conducting research, experimentation, or demonstration, and previous related experience should accompany the preliminary proposal. The preliminary proposal and other related materials should be sent to:

Director, Office of Research and Development
Employment and Training Administration
U.S. Department of Labor
Washington, D.C. 20213

After reviewing this preliminary summary, the Employment and Training Administration may request a formal proposal. (Formal proposals should follow the outline detailed below in Outline for Submission of Formal Proposals.)

## GENERAL INFORMATION ABOUT REQUIREMENTS FOR FORMAL PROPOSALS

The proposed project should focus on potential solutions to significant employment and training problems. It should seek to develop new knowledge or new applications of existing knowledge which give promise of furthering the objectives of the legislation under which the contract would be authorized.

The end product to be sought by any project—its findings and conclusions—should be of broad program interest; it may be limited to specialized operations that can be shown to provide a basis for generalized conclusions or to have application over a wide area.

**Management Capability.** —The project director or principal investigator should have done successful research, or conducted experimental or demonstration programs, or have demonstrated clearly a competence for performing or directing such. It is also preferred that the director or principal investigator devote full time to the project. The organization submitting the proposal also must have available facilities and staff adequate to carry out the proposed activity or give evidence that it can acquire such, if funded.

**Economic Efficiency.** —The probable value of the findings of the overall project must justify the total proposed expenditure. The overall cost of the particular approach toward solving the problem in the proposed project must be reasonable when compared with the cost of other possible approaches. Projects should not duplicate ongoing or past research and development efforts and wherever possible should attempt to build on work already done.

**Review of Proposals.** —Formal proposals should be typed or otherwise reproduced on one side only and should be moderate in length. Twenty copies should be submitted.

Acknowledgment of receipt usually will be made within 15 days. Processing, review, and evaluation of comments received usually require 60 days from receipt of proposal.

Notice of approval for negotiation (or disapproval) will be given as soon as possible following review and evaluation. Final approval for funding will depend on a negotiated agreement on content, structure, and budget of the project by the proposer and the Employment and Training Administration.

**Final Report.** —This report will present and analyze information secured, and for development projects will describe also the administrative structure developed and the operations performed. It will contain a summary which must include: (1) Findings and conclusions, (2) implications for program and policy, and (3) implications for further research or experimental and demonstration effort. Special attention should be given to guidance and suggestions for the application and use of the findings to programs, policies, and problems.

Publications derived from the work will acknowledge that the study was supported by the Employment and Training Administration, U.S. Department of Labor. If it chooses, the Department will have a right to publish and distribute the final report of the work done and to use the findings, including any research, program materials, or experimental and assessment designs developed, for any purpose whatsoever.

## OUTLINE FOR SUBMISSION OF FORMAL PROPOSALS

There is no printed form to be used. Follow the outline below in describing the proposed project. Identify each section by number and title as indicated in the outline.

1. Cover page. The cover page of the proposal must show the following information in the order indicated:

**Proposal to the Director, Office of Research and Development, Employment and Training Administration, U.S. Department of Labor, for a Research or Development Project.**

| | |
|---|---|
| Project title: | (Be as concise and as specific as possible. Avoid obscure technical terms. Include key words under which project may be indexed.) |
| Submitted by: | (Name of organization, institution, agency, or individual, hereinafter referred to as "organization.") |
| Address: | (Of organization, including zip code.) |
| Telephone number: | (Of organization, including area code.) |

| | |
|---|---|
| Initiated by: | (Full name and position of individual who is initiating project, ordinarily the director or chief investigator.) |
| Transmitted by: | (Full name and position of official who is approving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. The proposal should be signed by both the initiator and the transmitter on the original or master copy.) |
| Date: | (Date transmitted.) |

2. Abstract. Summarize the proposal, preferably on one page, under two main heads: (a) Objectives and (b) Procedures.

3. Problem. Describe the problem to be focused on and its significance.

4. Objectives. State the questions which the project is designed to help answer, the techniques or methods to be developed and/or tested, and/or the hypotheses to be studied.

5. Relationship to other research or experimental and demonstration programs. Discuss the proposed project in relation to previous research, experimentation, or demonstration in the area of the work proposed. Indicate how the proposal will add to knowledge on the particular problem and indicate how it will make employment and training programs more effective and efficient. Distinguish what is different about this proposed project, as compared with other projects conducted previously or currently.

6. Project design and components.

a. For development, experimental, and demonstration projects. (All such proposals must contain a research component.)

(1) Describe the work plan. Who will perform what tasks in what ways, involving what types and approximate number of participants?

(2) Describe the organizational arrangements for administration of the project.

(3) Present a time schedule for performance of the stated tasks.

(4) For the research component, follow the outline in 6(b).

b. For research projects. Describe the research design in detail, listing the steps to be followed. Include specific information, as relevant, on each of the following:

(1) Research method. What is the method to be employed in the study? Examples: Survey method, descriptive-theoretical analysis, participant observations, experimental and control group comparisons.

(2) Study subjects. Where there are populations, samples, experimental and control groups, indicate their purpose, origin, composition, size, type of data to be collected on each, and sampling plans.

(3) Data collection. Describe types of data to be gathered and methods of collection. To the extent feasible, data that are already available or are being collected from other sources must be used. Describe questionnaires, interview guides, tests, and other research instruments to be used. In studies for which it is determined that the project is subject to the requirements of the Federal Reports Act of 1942, it will be necessary for the researcher to submit copies of questionnaires and survey plans for clearance in advance of their use.

(4) Analytic techniques. Indicate statistical or other analytic techniques to be used in testing the hypotheses or achieving the objectives of the study.

(5) Phasing. Indicate the approximate time schedule for phasing each step of the project.

7. Personnel. Give name, title, and a statement of the educational and professional experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages. Detail the research staff resources available to the organization.

9. Subcontracting. It is the policy of the Department of Labor that subcontracts be made on a competitive basis and in conformity with Federal Procurement Regulations and statutory requirements. If a subcontractor is to be used for any part or parts of the operation or for research or assessment, specify the nature of the work and the subcontractor's credentials for conducting it. Any subcontract is negotiated by the performing organization, but will be subject to prior approval by the Office of Research and Development.

10. Utilization. Indicate the potential principal users of the proposed project's findings and how end products (reports, guide materials, handbooks) will be structured to encourage and facilitate use by policymakers, program administrators, and the research community.

11. Other information. Indicate other pertinent information, including the following:

a. Identify other organizations whose participation or cooperation is required and present evidence of their willingness to provide it

b. Amount of financial or other support available for this project from other sources.

c. Whether this proposal is an extension or an addition to a previously Government-supported project.

d. Whether financial support for this proposal or a similar one has been requested from any Government or private organization other than the Employment and Training Administration, U.S. Department of Labor.

12. Budget. Start this section on a new page, identifying it in sequence with previous sections as 12. "Budget." The budget will include all estimated costs to be covered by any funding from the Department of Labor.

The cost of performance includes the cost of necessary direct items of expenditure incurred in the performance of the project. It should also include an amount for overhead or indirect costs only if appropriate.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure. If the project is expected to extend beyond 12 months, indicate the amount required for each year, and in total.

a. Direct costs.

(1) Personal services.

(a) Include salaries and wages of all personnel directly attributable to actual performance under this project, whether on a full- or part-time basis. List personnel by title, worker-months (full- or part-time—be specific), and dollar amounts. (b) Include in connection with the above, but identify separately, allowances (dollar amounts and percentages of base salaries) for vacation, holidays, sick leave pay, and any other employee benefits customarily granted.

(2) Consultants and contract service. Include allowances for consultants and contract service as required.

(3) Materials and supplies. Assign a cost to all materials and supplies which will be expended directly by the contractor in performance of the project.

(4) Travel. Furnish estimates of the number of trips, method of transportation, and cost of travel. Include the estimated amount for subsistence and daily allowance rates, auto mileage rates, etc., during travel, in accordance with the organization's established policy.

(5) Communications. Include telephone, telegraph, and postal charges.

(6) Services. Include those not specifically covered under personal services (e.g., interviewer cost, computer cost). When a study involves securing information through Federal agencies (such as the U.S. Bureau of the Census) or State agencies (such as State employment services), the cost of such services, if any, should be included.

(7) Other. Itemize by category and amount.

b. Indirect cost or overhead. Give the basis for the organization's determination of proposed overhead rate and reference to the rate approved currently by other Government agencies, if any.

Overhead rates may be a fixed amount for the duration of the project, or may be determined provisionally, with final settlement made at the conclusion of the project. If an overhead rate has been established by a Government audit agency, identify the cognizant audit agency and contact person, the rate established, the allocation base, and the period for which it was established.

It is most important that all items of cost be readily identifiable, regardless of whether they are shown as direct or indirect.

The proposed budget will be reviewed against applicable Federal regulations as part of the initial review. Where changes are necessary for projects which are approved otherwise for negotiation, these changes, as well as decisions concerning

the determination of an overhead rate, will be made during the negotiation of the funding.

It is the policy of the Department to encourage cost-sharing arrangements on research projects in accordance with the principles set forth in the Federal Management Circular (FMC) 73-3, dated December 4, 1973, entitled "Cost Sharing on Federal Research." The budget presentation should show what costs the proposer will absorb as his contribution. If no costs are to be met by the proposer, an explanation should be provided.

## GUIDELINES FOR DOCTORAL DISSERTATION FELLOWSHIPS

Accredited U.S. academic institutions offering doctoral degrees in areas of study (such as economics, sociology and social work, psychology, education, and the behavioral and social sciences generally) that relate to the employment and training field may apply for fellowships to support dissertation research of graduate students who have completed all requirements for the doctoral degree except the doctoral dissertation, or who will have met these requirements before the grant is effective. A separate application in the form of a study proposal must be submitted for each candidate nominated by the university for a fellowship. Such a fellowship will be made to the university in the name of the candidate.

### FELLOWSHIP GUIDELINES

The maximum amount of direct costs (see The Application, par. 5a below) of any one award is $10,000 for a period not to exceed 1 year. Requests for no-cost extensions of approved awards will be considered only if reasonable progress is reported. Such requests require written support of the candidate's sponsor and must be approved by the sponsoring institution and submitted at least 3 months before the expiration of the award. The notice of a fellowhip award will indicate the period for which the Social Science Research Council intends to support the project.

The fellowship may cover the following costs:

1. Support for the doctoral candidate will generally be on a stipend basis, determined by the proportion of time spent by the candidate on his or her dissertation multiplied by the following full-time annual stipend rates:

| | |
|---|---|
| Doctoral candidate | $4,500 |
| Dependent children allowances (additional) | |
| 1 | 550 |
| 2 (maximum allowance) | 1,100 |

Under this schedule, the maximum annual stipend rate for a doctoral candidate with two or more dependent children is $5,600. The following example illustrates how a stipend may be computed:

> A doctoral candidate with one child who teaches half time and works on the dissertation half time for 9 months of the year, and devotes full time to the dissertation the other 3 months, could receive a stipend of $3,157—three-fourths of the year at half time, $1,894, plus one-fourth of the year at full time, $1,263.
>
> A candidate who has been regularly employed in teaching or research activities by the sponsoring university or a related research organization, and for whom the dissertation research requires relief from part of the individual's employment, may be supported at the established rate of pay, prorated for the proportion of the time devoted to the dissertation, provided that the total amount of the candidate's pay from the fellowship does not exceed the amount which the candidate could otherwise receive as a stipend if devoting full time to the dissertation (see par. 1 above).

2. Major direct project costs, such as clerical assistance, necessary travel, computer time, and special supplies.

3. Indirect costs at a fixed rate not to exceed the established Federal Government audited rate of the institution. The stipend may not be treated as a personnel cost for the purpose of computing the amount of indirect costs. However, the salary of a candidate employed by the university (as in par. 1 above) will not be considered a stipend.

4. Allowance to sponsoring university.

a. When the candidate is on a stipend basis, and is not charged tuition or fees, an allowance of $2,500 will be granted to the university in lieu of tuition, fees, general supplies, and other administrative costs for grants of 6 months' to 1 year's duration. For grants of less than 6 months, the allowance will be one-half of the annual rate.

b. When the candidate is employed by the university and paid a salary, no allowance will be granted. In such instances, the university may include the salary of the candidate in the base against which indirect costs rates may be applied.

Cost sharing will be expected from the university or college in accordance with Federal Management Circular (FMC) 73-3, dated December 4, 1973, "Cost Sharing on Federal Research," the grantee institution must share in the total cost of the project. However, costs of services of academic and administrative staff, including the candidate's sponsor or dissertation adviser, which would be covered by tuition and fees of the university, may *not* be shown as a contribution of the university.

For applications that are approved, seven copies of the final report are required. Any survey plans, surveys, or questionnaires arising from the research under an approved fellowship will be identified solely as the responsibility of the university or the doctoral candidate and will in no way be attributed to the Social Science Research Council. Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Social Science Research Council. The Council, as well as the U.S. Department of Labor, will have a nonexclusive right to publish and distribute the final report of the research and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

## SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent by the university to:
Social Science Research Council,
Fellowships for Doctoral Research in Employment and Training
1755 Massachusetts Ave., N.W., Suite 410
Washington, D.C. 20036 (telephone (202) 667-8884).

Closing dates for applications are September 1, December 1, March 1, and June 1. Applications will be accepted which are postmarked or delivered on or before each of these dates. However, applications received 1 week or more after a closing date, regardless of postmark, will be accepted for the next scheduled closing date. Should an early acknowledgment of the receipt of applications be desired, a stamped self-addressed postcard referenced to the application should be enclosed. Processing of applications requires approximately 3 months, including evaluation by a review panel. Applicants may expect to be notified of action taken about 3 months after the applicable closing date. A fellowship approved for a candidate who has not completed all requirements for the doctoral degree at the time of application will require notice from the university to the Council that all requirements have been met before any payments will be made under the award.

## CRITERIA FOR APPROVAL

Applications are reviewed by a special impartial panel of persons outside of the Social Science Research Council who are experts in the employment and training field. Only those applications for studies relevant to the objectives of CETA are referred to the panel for review and recommendation.

The panel considers all elements of an application in its review, giving primary emphasis to the candidate's ability, originality, and creativity as evidenced by the study proposal. The standing of the candidate and his or her application relative to other candidates, and to the availability of funds for the program, determines whether the proposal will be approved for a grant award. Approval may be conditional on acceptance of changes as recommended by the review panel, including substantive and budget revisions.

## THE APPLICATION

Applications should contain the information requested below in the order indicated. There is no printed form to be used.

1. The first page should show the following:
   Proposal Submitted to the Social Science Research Council for a Fellowship in support of a Doctoral Dissertation.

| | |
|---|---|
| Project title: | (Be concise, descriptive, and as specific as possible.) |
| Submitted by: | (Legal name of university and department sponsoring the candidate.) |
| Address: | (Of university, including zip code.) |
| Telephone number: | (Of university, including area code.) |
| Candidate: | (Name, address, and telephone number. Candidate should sign original or master copy.) |
| Sponsor: | (Name, position, academic degrees, and phone number of university dissertation adviser or sponsor of the candidate. This person should sign original or master copy.) |
| Transmitted by: | (Name, position, and telephone number of approving official. This person should be someone with legal authority to commit the university and should sign the original or master copy. Unless otherwise indicated, all correspondence, including the Notice of Fellowship Award, if approved, will be addressed to this official.) |
| Date: | (Date transmitted.) |

2. Include a statement of the background of the candidate, education and employment experience, and a list of published works. Indicate if the candidate has met all requirements for the doctoral degree other than the dissertation and, if not, when they will be met.

3. The candidate's sponsor should submit a statement in support of the proposal, indicating his or her evaluation of the interests and potential of the candidate. Where the sponsor is other than the dissertation adviser for the candidate, the adviser should also include such a statement.

4. As part of the application, a one-page abstract MUST precede a detailed statement of the proposed dissertation. The abstract should indicate: (1) The overall objective(s) of the research study; (2) data sources, methodology, and analytical procedures to be used; and (3) the results expected, including the anticipated employment and training policy and/or program implications. The detailed statement should include:

a. The problem to be investigated, its importance and significance.

b. The objectives of the study, including hypotheses to be tested and specific questions to which answers will be sought.

c. Procedures to be used. Include, as appropriate: general design; population and sample to be studied; data to be gathered and methods to be used; and methods of analysis to be applied.

d. Anticipated policy and program implications of the findings, if appropriate.

e. A time schedule for the study and its major phases.

f. Evidence that Federal or State agencies or others who possess information required for the study have agreed to make such information available to the candidate.

g. The amount of financial assistance or other support available for the study from other sources.

h. Whether financial support for this proposal has been or will be requested from any Government or private organization other than the Social Science Research Council.

i. Any questionnaires, test batteries, or other instruments which have been developed for the research study.

Length of proposals (excluding appendixes, vita, bibliographies, questionnaires, test instruments, etc.) must be limited to 30 pages double-spaced on one side only.

5. Include a detailed budget statement for the grant period. Budget items to be shown are listed below. Dollar amounts are to be rounded off to the nearest dollar and listed in two columns. In the first column, show amounts of funds requested, and in the second column, the amount the grantee university intends to contribute from non-Federal sources. In connection with academic organizational contributions, please see previous note on cost sharing.

a. Direct costs.

(1) Personal services. Show the portion of the candidate's time to be spent on the project, and the rate of stipend or salary.

(a) If a stipend, indicate the basis for the rate used in accordance with schedule of stipends shown earlier in these guidelines.

(b) If a salary, indicate the basis for the recommended rate of pay. Total salary charged to the grant may not exceed the amount that would be payable for full-time work on the dissertation under the schedule of stipends shown earlier in these guidelines.

(2) Major materials and special supplies required for the study. Itemize in broad categories and amounts.

(3) Travel, including subsistence at actual cost but not to exceed the amount allowable under the customary practice of the grantee. Give details of travel and subsistence, including types of transportation to be used and rates allowed.

(4) Communication and services not included elsewhere. Itemize by broad categories and amounts. For computer use, show type, number, cost per hour, etc.

(5) Other direct costs. Itemize by category and amount. When the candidate is on a salary basis, tuition and fees normally paid to the institution by doctoral candidates working only on their dissertations may be shown as a contribution of the institution in lieu of personal and other services covered by such tuition and fees (as, for example, the time spent by the candidate's sponsor supervising the work of the candidate). Such tuition and fees are allowable as part of the grant amount only to the extent that they reflect grantee costs directly attributable to the work of the candidate.

b. Indirect costs. A fixed rate not exceeding the grantee university's established Federal Government audited rate may be used. Indicate the basis for the established rate: the date, audit agency, and reference numbers, if any.

c. Allowance to university. Include in amount requested as noted under Grant Guidelines, paragraph 4.

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# A.—INDEX OF CONTRACT AND GRANT NUMBERS

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# D.—INDEX OF RESEARCH SUBJECTS

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